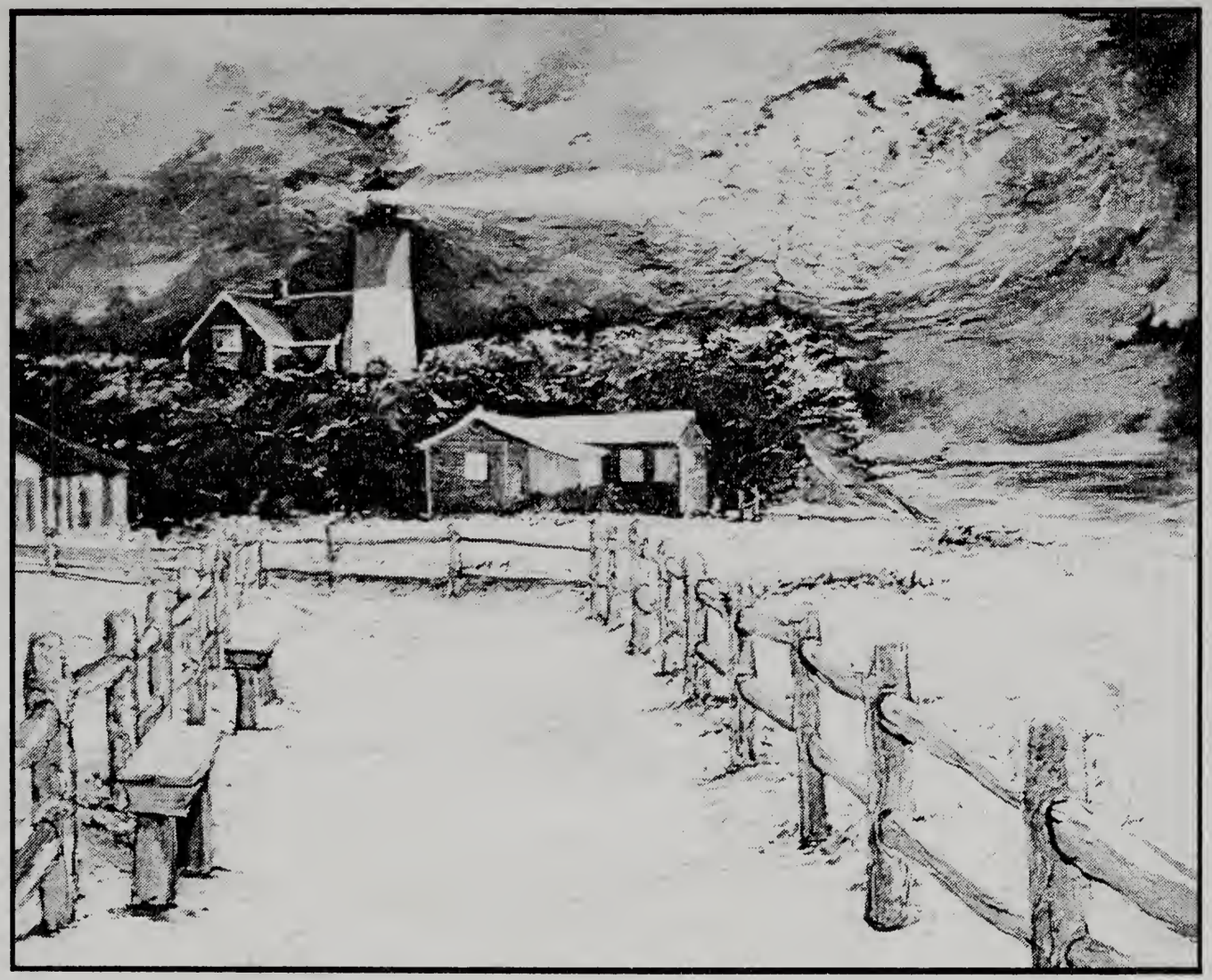
TOWN OF EASTHAM



1993 ANNUAL REPORT

IN MEMORIAM

In 1993 the Town noted the death of John Alexander the former building inspector for the Town for many years. As this issue of the Town Report went to press, word reached us of the death of two other citizens of Eastham, Fay Shook and Ada Forrester. Fay, was the Governor's appointee to the Eastham Housing Authority, a longtime worker with Headstart, and an honorary member of the Council on Aging. Ada Forrester, a member of the Council on Aging was also a founding member of the "Friends of Town Hall".

In recognition of the services given to the Town by these three citizens this issue of the Town Report is dedicated to them.

Cover Art:

"Nauset Light Conferring with the Moon"
A 4' X 5' oil painting on canvas created by artist G. Joel Salerno, a former resident of Eastham who now resides in Brewster, MA. This nocturnal painting was donated for use as a fund raiser in a raffle to help move the Nauset Light House to a safer location from a dangerously eroding bluff. All proceeds of the raffle went to the Nauset Light Preservation Society.

©1994 G. Joel Salerno

REPORTS

of the

TOWN OFFICERS

of the

TOWN OF EASTHAM

for the year

1993

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TOWN OF EASTHAM

Incorporated in 1651 | Population 1992 | Town Census 4,794

ELECTED OFFICIALS

SENATORS IN CONGRESS

Edward W. Kennedy, Boston	1994
John Kerry, Boston	1996

REPRESENTATIVES IN CONGRESS — Tenth Congressional District

Gerry E. Studds, Scituate	1994

STATE SENATOR — Cape and Island District

Henri Rauschenbach, Brewster	1994

REPRESENTATIVE IN GENERAL COURT — Cape and Island District

Robert Lawless	1994

COUNTY COMMISSIONERS

John W. Doane, Chatham	1996
Victoria Lowell, Falmouth	1996
Robert A. O'Leary, Cummaquid	1995

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

Linda Burt, Eastham	1994

BOARD OF SELECTMEN

Donald B. Sparrow, Chairman	1994
David B. Humphry	1996
Kenelm N. Collins	1996
Robert L. Mumford	1995
Thomas Newton	1995

TREASURER COLLECTOR

Joan M. Plante	1996

TOWN CLERK

Lillian Lamperti	1996

LIBRARY TRUSTEES

Scott Van Ryswood	1996
Charles Deane	1994
Robert Gardner	1995

PLANNING BOARD

James Badera, Chaiman		1994
Alan Morrell	(appointed as of 1992)	1996
Frank Schumann		1996
David Crary		1995
Frank Salomone	(appointed as of 1992)	1995
William Burt	(appointed as of 1992)	1995
Thomas Brady	(appointed as of 1992)	1995

HOUSING AUTHORITY

Bernard Kaplan	1995

Mary Lou Petitt	1996
Elizabeth Simmons	1996
Brian Edmunds	1997
Fay Shook (Governor's appointment)	9/14/93

ELEMENTARY SCHOOL COMMITTEE

Marcia Nickerson, Chair	1995
John Butler	1995
Elizabeth Lehr	1996
Dawn Skiba	1994
E. Murphy	1996

RECREATION COMMITTEE

Warren Kerry, Chair	1995
Keiren Gargolinski	1996
Anthony Pierantozzi	1994
Jean Leyton	1996
Chelise Sexton	1995

MODERATOR

Henry Curtis	1994

APPOINTED OFFICIALS

BOARD OF ASSESSORS

Brian Drake	1995
Lauren Edgar	1996
Daniel J. Scholl	1994

BOARD OF HEALTH

Gertrude L. Burgess	1994
James Hartgering	1995
John Knight	1995
Josephine Mines	1994
Denise Shanahan	1996

BOARD OF HIGHWAY SURVEYORS

George H. Burgess	l995
Lawrence J. Dettenborn	1994
William R. Reade, Jr.	1996

CONSERVATION COMMISSION

Christine Brothers	1996
Jacqueline Duffek	1995
Gerard Hill	1994
Jane Nielson	1994
Jeanette Sandblom	1996
David Skiba	1995

COUNCIL ON AGING

Gertrude Burgess	1996
Eliza Ewing	1996
Ada Forrester	1995
Robert Gardner	1995
Eugene Gieringer	1994

Earle Mountain	1995
Lois Powers	1995
Frank Salomone	1994
Ardeth Sander	1994
Fay Shook	Honorary Member
Jean Souther	1996

EASTHAM CULTURAL COUNCIL

Barbara Bemis	1994
Kate Berg	1994
Kathy Galvin	1994
Barbara Rice Jones	1994
Martha Mack	1994
Sandra Rhodes	1994
Robert Seay	1994
Helen Whitlock	1994

EASTHAM ELEMENTARY SCHOOL BUILDING COMMITTE

Linda Burt
Richard LaPlant
Michael McCarthy
Russ McGown
Sean McLoughlin
Edward Murphy
Daniel Shay
Dawn Skiba
Robert Sparrow

FINANCE COMMITTEE

Kenneth Ainsworth	1994
Ellen Covell	1995
Marilyn Crary	1994
John Grant	1995
Prudence Kerry	1996
Anthony J. Nannini	1994
Paul Richard	1995
Laura Sullivan	1996
Karen Underhill	1996

GOVERNMENT INFORMATION COMMITTEE

Mary Carey	1995
Terry Chesney	1995
Martha Edgar	1995
Robert Koblitz	1995
Josephine Mines	1995

HISTORICAL COMMISSION

George Abbott
Ralph K. Andrist
Edward Bolton
Charles Deane
David Eagles
Nancy Heller
Helen Mourton
Helen Whitlock

HUMAN SERVICES ADVISORY COMMITTEE

James B. Hartgering	1996
Bernard Kaplan	1995
Min Koblitz	1995
Deborah Meguerdichian	1996
Marianne Simmel	1995
Dilys Smith	1994
Susan Vance	1994

LANDFILL CLOSURE ADVISORY COMMITTEE

William P. Burt	1994
Charles H. Madansky	1994
James C. Schrock	1994
Douglas T. Wallace	1994
Herbert Whitlock	1994

LOCAL COMPREHENSIVE PLANNING COMMITTEE

George Abbott
Madeleine Bebout
James Cecil
Jeffrey Havlick
Bernard Kaplan
George Katz
Min W. Koblitz
Walter Ross
Elizabeth Simmons

OLD TOWN CENTER HISTORIC DISTRICT COMMISSION

Alice Cook	1995
Charles Deane	1995
Daniel Pease	1994
Beverly Plante	1996
Chester Ranlett	1996

PERSONNEL BOARD

Edward Colby	1994
Talcott Griswold	1995
Francis O'Brien	1995
George Raible	1996
Norma L. Shidlovsky	1994

PLANNING BOARD

James Badera	1994
William P. Burt	1995
Thomas A. Brady	1995
David Crary	1995
Alan Morrell	1996
Frank Schumann	1996
Frank Salomone	1995

RECREATION COMMISSION

Keirin Gargolinski	1996
Warren Kerry	1995
Jean Leyton	1996
Anthony Pierantozzi	1994
Chelise Sexton	1995

RECYCLING COMMITTEE

Michelle Auclair
Madeleine Bebout
Bridget Butler
Robert Chesney
William MacFarlane
William Mines
Donald Sander
Cinnamon Swable

SEARCH COMMITTEE

Michael Allard	1994
Terry Tester Chesney	1994
Kate Hood	1994
William W. Mines	1994
Paul Mourton	1994
Christine Sieger	1994

WATER RESOURCES ADVISORY BOARD

Nathan Anthony	1994
John Bebout	1994
Muriel Lightfoot	1996
Frank Kosewski	1995
Joseph Moran	1996
Shirley Stafford	1995
Herbert Whitlock	1995

ZONING BOARD OF APPEALS

Neil Allen (alternate)	1996
James Cecil (alternate)	1995
Philip Livingston	1994
Leslie Ann Morse	1994
Edward Stewart	1995
Henry Taintor	1996
Roger Thurston	1995

OFFICE HOURS

BOARD OF SELECTMEN

The Board of Selectmen meets in Open Session Monday evenings at 7:00 P.M. in Eastham Town Hall Auditorium.

Most of the offices of Town Hall are open from 8:00 A.M. to 4:00 P.M. with the exception of the following:

TOWN CLERK AND REGISTRAR OF VOTERS

Monday through Friday 8:00 to 12 Noon and 1:00 P.M. to 4:00 P.M.

PLUMBING INSPECTOR/WIRING INSPECTOR

Available in Building Dept. office on Monday, Wednesday and Friday 8:00 A.M. to 9:00 A.M.

WIRING INSPECTOR

On call. Messages may be left with the Building Department (508) 255-0333.

NATURAL RESOURCES/CONSERVATION

Can be reached at Natural Resources Town Garage Building on Old Orchard Road 8:00 A.M. to 4:00 P.M. Telephone numbers are (508) 255-1965 (Natural Resources) and (508) 255-3110 (Conservation).

COUNCIL ON AGING

Open Monday through Friday from 8:00 A.M. to 4:00 P.M. and is located on Nauset Road.

SANITARY LANDFILL

Located on Old Orchard Road. Hours of operation are Saturday through Wednesday 7:30 A.M to 4:00 P.M. and is closed Thursday and Friday.

BOARD OF SELECTMEN

In 1993 we continued to implement the provisions of our new Charter. One objective has been better communications and better relationships with the public as well as greater citizen participation in the workings of the Town. The well attended Monday night meetings, Search Committee efforts to interest voters in volunteer positions and the full time, day-to-day presence of the Town Administrator, Sheila Vanderhoef, have been helpful in this regard.

The subject of town finances consumes a substantial portion of the Board's and the Administrator's time. To increase revenues we have worked to establish more satisfactory permit and licensing procedures and reviewed fees so as to raise them, when justified, to realistic levels. A new and more detailed budget procedure has been instituted and the annual budgeting process is carried out with more input by the public and more detailed consideration by the Board.

Labor negotiations occupied another substantial block of the time of the Administrator and the Board. In 1993 the first Eastham Police Department Union contract was signed and Firefighters Union unfair labor practices suits were settled and the settlement approved by the voters. Police Dispatchers are presently negotiating a union contract and non-union Town employees have indicated a wish to organize. The coming year will be a busy one with all of the above plus renegotiation of the DPW and the Firefighters contracts scheduled.

Not particularly good news is the probability that Eastham faces significant increases in both operating and capital expenditures in the near future. Our budget increased only 3% overall in the 1991-94 period. It is no longer possible to hold the line. One reason is that Prop. 2 1/2 constraints have prevented, or discouraged, needed increases, increases which we cannot continue to postpone. Another reason is the need for school budgets to respond to rising enrollment figures as well as increases mandated by the Mass. Education Reform Bill.

On capital expenditures, the Regional School Board is looking at a $10 plus million High School expansion, a needed expansion for the Elementary School has been postponed for a year. DEP has ordered the Town to cap its sanitary landfill soon-estimated cost $1.5 million, the Fire Station needs major repairs or replacement and the Town Hall must be reconditioned and revamped. All of the Town Hall services electrical, plumbing, heating are in a dangerous and unreliable condition. Existing space needs to be reorganized and refurbished.

There is some good news. Eastham voters supported the Housing Authority's request of $185,000 to secure four units for the Town's first affordable housing. Preparations for the Children's Place located off Nauset Road and funded by a Small Cities Grant from the State are proceeding and Eastham is the lead town in a consortium of six other Outer Cape Towns for another Small Cities Grant which supplies support for a variety of economic development and Human Services projects — total value $1,758,995.

TOWN ADMINISTRATOR

This is my second opportunity to communicate in the annual report to you the citizens of Eastham. This past year was a very busy one as the newness and tentativeness of the Charter was replaced by efforts by the Selectmen and staff to look at the organization and how it functions. In that regard, a goal setting session was held with the staff and with the Selectmen. Those recommendations will move toward implementation in the upcoming year. The charter as the outline of the government, will continue to be defined and to define the government of the Town in the future.

Exploration and change, were key positive events for the staff and the Town. The tentativeness of a new charter gave way to strengthening of the Selectmen's role and the establishment of a new budget format to enhance budgetary tracking and control. All departmental budgets were organized and restructured under the new format, to improve budgetary control and tracking.

Several major events marked the vitality and daring of a community embracing the future. The Housing Authority moved forward to secure the Town Meeting approval to purchase the Town's first affordable rental housing units. The fire department did its best during several months while the Town approved, purchased and awaited delivery of a new fire engine to replace the eighteen years old model which suffered several mechanical system failures and structural deterioration and had to be removed from service.

In the administrative area, a significant amount of energy and time devoted to labor and personnel issues, gave some positive results. The Personnel Board revised the personnel By-Law, the dispatchers organized and formed a union under the Teamsters international, and the bylaw employees, (those not currently represented by a union) have asked for recognition as an association. Long standing disputes with the firefighters union settled this year, provides another indication that the Town continues to move forward.

The Town continues to thrive with volunteers who manned an information table at the Town Hall. These steady Friends of Town Hall gave much needed information and positive greetings to summer visitors. Questions relating to the location of the Town beaches, shell fishing regulations, and locations, and good places for lunch, were all handled from 9-12 each day by the volunteers. Other volunteers maintained the garden at Town Hall and added colorful plants to brighten the landscape. The volunteers were greatly appreciated by the staff and we hope will remain a vital part of the Town Hall team. On behalf of the Selectmen and staff, thanks to all the volunteers.

Respectfully submitted,

Sheila Vanderhoef

BOARD OF ASSESSORS

On January 1, 1993, the Town of Eastham had 6,275 taxable real estate parcels and 3,023 taxable personal property accounts. The total valuation increased from $853,605,600 on January 1, 1992, to $856,425,700 on January 1, 1993. The increase was due, in large part, to new growth resulting from subdivisions, condominium conversions, new construction and new personal property accounts. The Board of Selectmen held a public hearing on October 4, 1993, in accordance with Chapter 369 of the Acts of 1982, to determine the percentages of the tax levy to be borne by each class of property for Fiscal Year 1994. The Board voted at that meeting to adopt a single tax rate for all classes of property. The tax rate was certified at $9.35 per $1,000 on October 29, 1993, and the Fiscal Year 1994 tax bills were mailed on November 6, 1993.

The Board of Assessors acted on 143 exemption applications for Fiscal Year 1993 in the following categories: 83 for veterans, 12 for the blind, 46 for the elderly and 2 for hardship. There was a total of 125 applications for real estate abatements and 49 for personal property abatements for Fiscal Year 1993.

The Board is preparing to contract for assistance in revaluing all real and personal property for Fiscal Year 1995 as mandated by State law. Most businesses will be visited for the purpose of listing and valuing their personal property. Real estate sales will be analyzed in order to adjust assessed valuations, where necessary, to achieve full and fair cash value on the January 1, 1994, assessment date.

Respectfully submitted

Daniel J. Scholl, Chairman
Brian Drake
Lauren Edgar

TAX RATE RECAPITUATION
TAX RATE SUMMARY
FISCAL 1994

I. Tax Rate Summary

A. Total Amount to be Raised (from IIE) 10,058,902.77

B. Total Estimated Receipts and Other Revenue Sources (from IIIE) 2,051,322.47

C. Tax Levy (IA minus IB) 8,007,580.30

D. Distribution of Tax Rates and Levies

Is this a recertification year? N (Enter Y or N)

Classified Unclassified X (Enter X)

(a) Class	(b) Levy Percentage (from LA-5)	(c) IC Above Times Each Percent In Column (b)	(d) Valuation by Class (from LA-5)	(e) Tax Rates (c)/(d) x1000	(f) Levy by Class (d)x(e)/1000
Residential	91.8968%	7,358,710.05	787,027,300.00	9.35	7,358,705.26
Open Space	0.0040%	320.30	34,600.00	9.35	323.51
Commercial	5.2410%	419,677.28	44,885,600.00	9.35	419,680.36
Industrial	0.3452%	27,642.17	2,956,100.00	9.35	27,639.54
SUBTOTAL	97.4870%		834,903,600.00		7,806,348.66
Personal	2.5130%	201,230.49	21,522,100.00	9.35	201,231.64
TOTAL	100.0000%		856,425,700.00		8,007,580.30

Board of Assessors of Eastham
October 25, 1993
Daniel J. Scholl Lauren F. Edgar

FY94 Growth	88,746.00
FY94 Levy Limit	8,043,007.00
FY95 Base	6,724,918.00
FY94 Estimated Receipts	1,183,000.00
FY94 Overlay	120,849.46

F. E. Fitzpatrick,
Director of Accounts
October 29, 1993

BOARD OF HEALTH

The Eastham Board of Health changed its membership somewhat in 1993. The Board now includes membership of James Hartgering and Denise Shanahan, in addition to continued service by Gertrude Burgess, Josephine Mines and now Chairman John Knight. The office of the Health Department also experienced a change with the addition of a full-time Summer Assistant Health Agent, and with a change in personnel.

The resignation of Cynthia Baran as Health Agent, in April, required considerable support and staffing assistance by the Barnstable County Health and Environmental Department, for which the Board of Health is extremely grateful. The addition of the Summer assistant allowed completion of more inspections, and development of a more efficient means of serving the public.

This year the Board of Health approved, and witnessed the installation of the first peat-bed septic system on Cape Cod. This was an important first step in introducing innovative waste treatment to the community.

The Board of Health implemented new Well Regulations this past year, and is currently working towards passage of mandatory Commercial Recycling as well as regulation aimed at protecting environmentally sensitive areas. The Health Department initiated the rental inspection program this summer, as required by the Eastham Rental Certificate regulation.

The Department also organized a licensing inspection program with the Building Department and the Fire Department. The development of an inspection team approach has allowed for a more thorough inspection prior to the issuance of a license, and provides the business owner with a single Public Health and Safety inspection. This approach has also been applied to the quarterly inspection of the Regional High School and the elementary school, as well as public buildings.

The Tri-Town Treatment Plant inspection program concluded its first round of inspections for Eastham in November. The program has completed inspection of all septic systems in the Town of Eastham. Overall, 5,137 septic systems were inspected. Of this total 3,889 were acceptable, and 1,248 were non-compliant, yielding a 32% non-compliance rate. Minor repairs and pumping were required by 57%, and 18% failed. Additionally 44.5% of all systems are "Title 5" systems, or those which have a septic tank and leaching area, as opposed to cesspool systems.

The 1993 Calendar Year saw a large increase in septic permits issued. 274 were issued, showing a 65% increase from last year. This was largely due to the Department of Environmental Protection's proposed changes to Title 5.

The Eastham VNA continued their contract to serve the Town of Eastham. This contract has been renewed for Fiscal Year 1995. The VNA offers a variety of health clinics throughout the year, including a flu-shot clinic, blood pressure clinics, cholesterol screenings and health promotion work shops. The VNA works closely with both the Council on Aging and the Health Department in coordinating these programs, and provide an invaluable service to the Town. The Board of Health expresses their gratitude to them at this time.

The landfill capping project has continued throughout the year. The Board of Health is looking forward to submission of final capping plans this upcoming year. The private well testing program was expanded this fall to include approximately 125 private wells in the direct vicinity of the landfill. The private wells are sampled and analyzed for the presence of Volatile Organic Compounds. All analysis costs have been incurred by the Barnstable County Health and Environmental Department, as part of the assistance to the Town. This generous donation of service to the town has resulted in over $31,000 of cost avoidance for analysis for this program. Additionally, the county has volunteered to do the lab work for the landfill capping project, which will also result in significant savings to the Town.

In summary, the Board of Health would like to thank the Barnstable County

Health and Environmental Department for their continued support of our efforts and for their technical expertise and assistance.

Respectfully Submitted for the Eastham Board of Health,
Emily E.H. Beebe, RS Health Agent

John Knight, Chairman
Josephine Mines
Denise Shanahan
James Hartgering
Gertrude Burgess

BUILDING INSPECTOR

In Calendar Year 1993, the total receipts of the Building Department were $68,022.86.

A total of 405 building permits were issued, 65 of which were for new homes. 1,215 inspections were made, and 135 Certificates of Occupancy were issued.

Submitted by,

Kenneth Bates
Inspector of Buildings

PLUMBING AND GAS INSPECTOR

This report covers the period of July 1, 1993 through December 31, 1993.

There were 116 Plumbing Permits and 135 Gas Permits issued. 141 Plumbing inspections and 128 Gas inspections were made. Total Receipts for this period were $10,857.00.

Respectfully submitted,

Scott Van Ryswood
Plumbing and Gas Inspector

WIRING INSPECTOR

In accordance with Sections 6 and 7 of the General Laws of Massachusetts, I submit the following report:

During the Calendar Year 1993, the following inspections were made:

Temporary	39
Rough Wiring	223
Service And Meters	267
Occupancy Permits	212
Advisory	19

Fire	14
Code	31
Total	805
Total Receipts	17,975.00

Respectfully submitted,

William Cook

CAPE COD COMMISSION

The Cape Cod Commission was created in 1990 to protect, preserve, and enhance the unique values and resources of Cape Cod under its authority as the planning and land use regulatory agency of Barnstable County. In 1993 the Commission continued to work under the guidelines and performance standards set out in the Regional Policy Plan which was adopted by the Barnstable County Assembly of Delegates in July of 1991.

In 1993 the Commission provided extensive technical and financial aid to towns working on the preparation of Local Comprehensive Plans that reflect the standards and values of the Regional Policy Plan. Eastham has received a $41,573 grant to aid in the preparation of our plan.

In the area of economic development the Commission has created and distributed a critical database, "Cape Trends" which helps attract companies to the Cape. The nationally recognized Heritage Tourism program was created by the Commission and serves to make the most of our assets and stimulate small businesses that are the spine of our economy.

The preliminary draft of a Long Range Transportation Plan for Cape Cod was created in 1993; the Commission participated in planning for Capewide bikeways and Route 6A Scenic Byways planning. In the housing area, 1993 saw the creation of the HOME consortium which garnered $580,800 in funds for three programs on Cape Cod.

Water resource issues were a priority item in 1993. A committee was formed to study and comment on the proposed Title V changes; mapping of coastal watersheds was accomplished; the commission continued to closely monitor scientific and legal aspects of the MWRA proposed outfall tunnel; use of alternative denitrifying waste water systems was pursued throughout the year and the commission continues to participate in the Mass. Bays program.

The Cape Cod Commission meets every two weeks on Thursdays, usually at 3:00 PM in the meeting room of the Assembly of Delegates in the Barnstable County Complex. A newsletter *"The Reporter"* about CCC functions is published every two weeks. To subscribe to this publication, kindly call the Commission office at 1-362-3828 and ask for Dan Hamilton, Communications Coordinator.

Respectfully submitted,

Madeleine A. Bebout
Member from Eastham

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Cape Cod Tech completed its eighteenth rewarding year of technical education

under the direction of Superintendent-Director, Timothy Carroll, and continues to offer outstanding educational programs to our students while constantly exploring new career opportunities. The Commission on Technical and Career Institutions reviewed the extensive Decennial Evaluation Report from the New England Association of Schools and Colleges dated November 3-5, and voted continued accreditation.

Governor William Weld and members of his cabinet, the Commissioner of Education Robert V. Antonucci, and Secretary of Education Dr. Piedad Robertson toured several of our vocational programs and hosted a media luncheon in our Culinary Arts Program.

Several gold, silver and bronze medals, as well as certificates were awarded to students participating in both State and National competitions of DECA (Distributive Education Clubs of America), FFA (Future Farmers of America, and VICA (Vocational Industrial Clubs of America).

Cape Cod Tech remains open on a year-round basis and this past summer 185 14-21 year old youths participated in a 6 week academic and vocational/life skills training experience in ten vocational shops, 25 Displaced Homemakers took part in a 6 weeK-15 hour per week morning Vocational Exploratory Experience in 6 vocational programs while 28 of their children received daily transportation and child care services; 12 work experience students from the Barnstable County Summer Work Experience Program assisted in Horticulture and Clerical support. Additionally, 13 adults participated in the Certified Nurse Aide/Home Health Training Program, and 8 adults enrolled in Introduction to Computers.

Major renovations were begun and completed in the entire academic area providing a better equipped, more comfortable, quieter area, promoting greater learning.

From the Class of 1993, 70% of the graduates are employed in their trade or in an aligned occupation, 22% pursued further education, 1% enlisted in the Armed Forces, and 7% are employed outside their trade. Additionally, forty-four adults completed their education in our day school program during the 1992-93 school year.

Cape Cod Tech continues to contribute to many educational projects for our member communities.

We thank you for your much appreciated continued support for vocational-technical education.

Respectfully submitted,

Arthur C. Nickerson Bernard Richardson
Current School Committee Members from the Town of Eastham

COMMUNITY DEVELOPMENT

This year the town of Eastham was awarded two new grants totaling $652,807 from the Executive Office of Communities and Development for projects involving Economic Development, Housing and Social Services.

With the previous award of $482,485, we continued to fund children's services and transportation for elders throughout the region. Child care subsidies were awarded to 31 Eastham families, assisting parents in securing jobs and vocational training. We continued to provide free medical transportation, a total of 55,300 on-board miles this year. The average age of our passenger is 74 years, and over 32% of the rides were for kidney dialysis or radiation and chemotherapy. We are grateful to the Eastham Council on Aging for donating office space and housing the three vans operated by the Lower Cape Transportation Resource.

The Children's Place became a reality this year with the assistance of the School Committee and the Board of Selectmen. The construction of this regional children's

center will begin shortly on town owned land off of Nauset Road. This facility will provide child care and support programs for local children and their families.

Also funded was a catalog project which was undertaken by the Lower Cape Cod Community Development Corporation, located in North Eastham. This project produced a catalog of Cape-made products with the intent of assisting local producers and cottage industries.

We are very grateful for the assistance of the Board of Selectmen, the Town Administrator and town hall staff in securing and administering these projects for the benefit of lower Cape residents.

Respectfully submitted,

Alice Boyd
Grant Administrator

BOARD OF REGISTRARS

In January we mailed out 2071 census forms. The majority of them had no changes and were returned to us within a week. The end of June we completed our reports and entered all changes into the computer. We showed 4709 year round residents. This was an increase of 47 residents. We had 893 residents under the age of 18 years and 1622 residents 59 years or older.

At that time we had 3222 registered voters — 1865 Unenrolled, 665 Democrats, 634 Republicans, 57 Independents and 1 Libertarian. Our annual election was held on May 18, and 726 voters cast ballots. That was 22.5% of the registered voters. We had two special elections this year, one in June and another in November, both with just money questions to be voted on.

We request any new residents to please come into our office and register on the census. That way we have an accurate count of how many year round residents we have each year. We are required by Massachusetts State law to report these figures to the State each year so it is important that new residents report to us. Anyone 18 years or older should also come into our office and register to vote. High school or college students may register at their respective school and a copy of their registration will be forwarded to us. Any handicapped or shut-ins who wish to register may call and a registrar will visit them and register them. Please call and we will be happy to go to your home.

Absentee ballots are available in our office before every election. If a voter expects to be out of town on election day he may vote ahead of time in our office or we will be happy to mail him a ballot.

Our office is located with the Town Clerk in the building next to the Town Hall. We invite anyone to come in or call us at any time for any help regarding census or voting. Our number is 255-0338, Ext. 28. Thank You for your cooperation.

Respectfully submitted,

Helen Kreber, Chairman
Maureen Chiarappo
Lillian Lamperti

CONSERVATION COMMISSION

The Eastham Conservation Commission is composed of seven volun-teer members who are appointed by the selectmen. The Commission's primary respon-

sibility is the continuing protection of Eastham's wet-land resource areas through the interpretation, administration and enforcement of the State Wetlands Protection Act (MGL 131, sec.40), the State Wetlands Restriction Acts (MGL 130, sec. 105 and MGL 131, sec. 40A) and the Eastham Wetlands Protection By-law as revised by Town Meeting in May, 1990. In 1993 the commission held 82 public hearings for applicants who proposed construction or other work on or near wetlands, and issued certificates of compliance, extensions, and enforcement orders as applicable. The commission holds public hearings on alternate Tuesday evenings. Each hearing is preceded by an on-site inspection by commissioners who walk the property and view the location and extent of the proposed work.

Members of the commission have attended informational gatherings such as those sponsored by the Department of Environmental Protection, the Audubon Society, etc. Members also attend meetings of town boards as needed and have met with the Eastham Local Comprehensive Planning Committee and the Health Department and Water Resources Committee. The Commission continues to enjoy an active working relationship with the Cape Cod National Seashore as well as with towns in the area.

The Commission has endorsed the proposed conservation restriction of 3.32 acres at 380 Locust Road to the Compact of Cape Cod Conservation Trusts and has noted the designation of an area on Pine Woods Rd. as a vernal pool. Commissioners formulated a new policy in regard to proposals to protect and reinforce an eroding coastal bank. Soft solutions such as revegetation, snow fencing, and gabion boxes instead of hard solutions such as cement retaining walls or rock revetments were recommended.

The Commission wishes to remind property owners that gifts of land for conservation and/or recreation would be most gratefully received. Please contact the Natural Resources Officer or the Conservation Commission office for additional information.

Respectfully submitted,

David Skiba and Jeannette Sandblom, Co-Chairmen
Christine Brothers, Vice-Chairman
Jacquelin Duffek
Gerard B. Hill
Jane Nielsen
Susan Peters

COUNCIL ON AGING

Calendar year 1993 was a busy year for the Council with the usual programs and services, including health screening, education, social and recreational activities. The regional medical transportation service, in its second year of operation out of space provided at the Senior Center, served over two hundred Eastham seniors.

In the year past, the record indicates that over 1393 different individuals participated in the programs and services offered. Of these, 62% were women and 38% were men. Health services continued to be the most utilized with over 968 different seniors participating. The congregate luncheon program served over 2800 meals.

The Lower Cape Adult Day Care Program was well attended. Here the clients engage in healthful activities at the Center, as well as taking frequent excursions for shopping and recreation.

The annual December party with the fifth grade pupils of the Eastham Elementary School, consisting of a program and luncheon with the Seniors, was a great success.

The Council continues to plan for the future, ever-mindful of the concerns of the elderly population of the Town.

Respectfully submitted,

Earle Mountain, Chairman
Robert Gardner, Vice-Chairman
Eugene Gieringer, Secretary
Eliza Ewing
Lois Powers
Ardeth Sander
Jean Souther
Ada Forrester
Vivian Lefort
Trudy Burgess
Frank Salomone

EASTHAM CULTURAL COUNCIL

The Eastham Cultural council was able to fund eight grants for 1993. The eight grants shared the $2,000 which the Eastham Cultural Council had to allocate.

- The Harwich Junior Theatre worked with the ECEC after school Program.
- Friends of the Eastham library have a matching grant to bring local authors to the library.
- Jazz classes with Dick Wetmore- for Nauset Regional High School.
- Opera to Go,
- Shakespeare for Kids, and
- Academy of Performing Arts Outreach program - for Eastham Elementary School
- SERV Radio
- Nauset Middle School - trip to the Zeiterion Theater.

Respectfully submitted:

Barbara Bemis
Kathryn Berg
Kathie Galvin
Maggie Mack
Robert Seay
Sandra Rhodes
Bobbsie Whitlock
Barbara Jones
Marilyn Schofield

EASTHAM ELEMENTARY SCHOOL COMMITTEE

Education reform, space problems and well water have engrossed the Eastham School Committee this year.

Reform, at this writing in January, is still uncertain in several areas including State financial support; amendments are constantly voted to clarify gray areas. The School Committee's and new School Council's role is to work together for the planning and betterment of programs for our students.

Our space problems have not been alleviated. However, the School Committee voted to postpone for a year the seeking of funding for architect fees. Our Kindergarten has 66 students, but in the meantime there are several maintenance problems in the school that need attention.

Pending water testing and D.E.P. approval our well and water situation seems to be on target for full service.

The School Committee wishes to thank the staff, parents and citizens of Eastham for their whole hearted support of the extremely important elementary education of Eastham's children.

Respectfully submitted,

Marcia Nickerson
John Butler
Beth Lehr
Edward Murphy
Dawn Skiba

EASTHAM ELEMENTARY SCHOOL PRINCIPAL

Eastham Elementary provides quality education for our students, preschool through grade five. I am pleased that the education of our young citizens is consistently supported by the town.

We welcomed the following personnel to our school - Miss Renee Gardner (Special Education teacher), Mrs. Muriel Brown (Grade 4 teacher), Mrs. Kerry Deschamps (Educational Assistant), Mr . Ken Tighe (part-time custodian), and Mrs. Nancy Underhill (cafeteria assistant). Nauset Region-Union #54 staff are Mrs. Dale Cotter (social worker), and Mrs. Fran Haidas (physical therapist).

Our student enrollment held its level with neither an increase or a decrease. The federal/state grants funded the Children's Place and our preschool program. They also assisted us in refinishing the storage area into a preschool classroom. Our after school program and vacation club enrollment is now at 75 students.

As part of the Education Reform legislation enacted in the fall, the first School Improvement Council has been formed. Its members are: Nan Aitcheson, Vicky Bebout, and Frank Salomone (from the community); Carol Gagnon, Co-Chair, Barbara Braun-McDonald, Kathleen Schrock (parents); Richard LaPlant, Patricia Klinefelter, and Daniel E. Shay, Co-Chair (teachers). The function of the Council is to assist and advise the Principal to reach the school's goals.

Our parent-teacher group is ably led by Mrs. Joan Bakunas, Chair, Ellen Covell, Treasurer, and Marilyn Kinnane, Secretary. Fund raising events, the activities for our families, cultural assemblies, and the establishment of a computer lab initiative are the highlights of the year.

The curriculum areas being reviewed this year are mathematics and the philosophy of "Inclusion. " The staff at Eastham Elementary continues to provide excellence in teaching the students as we pursue our mission, "All children can learn successfully."

The educational philosophy has not lost its vision, as the funding of that vision continues to be a focus of my activities.

The Building Committee is active. The members are Mrs. Linda Burt, Chair, Mr. Ed Murphy, Mrs, Dawn Skiba, Mr. Robert Sparrow, Mr. Michael McCarthy, Mr. E. Russell McGown, Mr. Richard LaPlant, and Mr. Daniel E. Shay. The findings are clear. We need six additional classroom spaces, but the economics and other capital ventures have required us to wait a year before coming to the town.

Respectfully submitted,

Daniel E. Shay, Principal

EASTHAM ELEMENTARY SCHOOL BUILDING COMMITTEE

This past year the main task of the Building Committee was to review and update information in the January 1993 Report.

It is evident that program space remains a concern in the building.

Assuming enrollment is leveling out, future plans for an additional six classrooms will meet the needs of the Elementary School.

The question of funding a building project will always pose a challenge to the town regardless of the needs.

A detailed 5-year capital plan has also been reviewed by the Building Committee.

This plan is being used as a guideline for tracking various items and projects required to maintain a quality education for the students in a safe environment.

Thank you for your continued support.

Respectfully submitted,

Linda S. Burt, Chair

MEMBERS OF THE COMMITTEE

Voting Members:

Eastham Parents Group	Mrs. Linda Burt
Teacher Representative	Mr. Richard LaPlant
Community Member	Mr. Robert Sparrow
Community Member	Mr. Edward Murphy
Community Member	Mr . Michael McCarthy
Eastham School Committee	Mrs. Dawn Skiba

Ex-Officio:

Superintendent of Schools/designee	Mr. E. Russell McGown
Eastham Finance Committee	Mr. Sean McLaughlin
Principal	Mr. Daniel E. Shay
Selectman	Mr. Ken Collins

NAUSET REGIONAL SCHOOL COMMITTEE

The Massachusetts Education Reform Act of 1993 was signed into law on June 18, 1993. Included in the act were changes in school governance. The Superintendent, not the School Committee, hires/ fires all personnel except the Assistant Superintendent. School Councils were established to assist the principals in formulating School Improvement Plans to submit to the School Committee for review and approval each year. School Councils are advisory only and do not have voting powers. We welcome their involvement to be an integral part of the Nauset system. The School Committee has provided workshops and training for the School Councils.

Middle School Principal Barbara Coopee initiated Principal's Night, a series of monthly meetings for parents to meet with her to discuss matters related to their child's education or Middle School issues in general.

The administration and staff at the middle school has worked diligently to follow and put in place the recommendations by the Massachusetts Department of Education in their report "Magic In The Middle: A Focus On Massachusetts Middle

Grade Schools" and the recommendations included in the Carnegie Report: "Turning Points" - Preparing American Youth for the 21st. Century. Included in their analysis, and being followed at the middle school is: High expectations for all students - access to challenging high-content curriculum - an Interdisciplinary Thematic Curriculum and the belief and expectation that all students can achieve at high levels.

With the retirement of former High School principal Thomas Ballerino, Superintendent Michael Gradone appointed a search committee comprised of parents, teachers, administrators, school committee members and a student to assist him in searching for a new principal. We are fortunate with the Superintendent's appointment of Milton Teguis, former Assistant Principal at Auburn High School. During his short tenure at Nauset High, he has shown an exuberance that has been welcomed and appreciated. He has been prolific in his high expectations and accountability of all students and makes them his first priority.

Nauset High School students continue to score higher than the State and the Nation on their SAT's: The results for the class of 1993:

	National	State	Nauset "93"	Nauset "92"
Verbal	423	428	442	435
Math	476	474	506	500

On October 13, 1993 the School Committee voted to update the charge to the High School Building Committee for the design and construction of an expanded high school sufficient to enroll 1,100 students. With current enrollment in our region schools, the high school will have 1,015 students in year 1997, not Including any increased enrollees as is typical each year.

Our students continue to excel competitively both academically and in extracurricular activities. We are deeply appreciative to the citizenry for their continued support of quality education that has made this possible. It's an investment which **shall reap innumerable benefits for future generations. THANK YOU!**

Respectfully submitted.

Margie Fulcher, Chairwoman

NAUSET REGIONAL SCHOOL COMMITTEE MEMBERS

Margie Fulcher, Chairwoman	Orleans
John Butler, Vice-Chairman	Eastham
Elliott Carr	Brewster
Catherine Driscoll	Brewster
Charlotte McCully	Orleans
Marcia Nickerson	Eastham
Candace Perry	Wellfleet
Fred Scalese	Brewster
Meredith Scozzafava	Wellfleet
William Thomas	Orleans

FINANCE COMMITTEE

The Finance Committee continues to work with the Town Administrator and the Board of Selectmen to implement the budget process and oversee department accounts in a manner that will best serve the Town of Eastham. The budget process continues to be challenging in a fiscal climate where costs are rising, for both schools and services, while maintaining current programs. The Finance Committee attempts to find a balance between costs and services that will best reflect Eastham needs and the ability to pay for those needs. The voters of Eastham will be challenged in the next few years to determine where they would like to see the Town of Eastham in relation to costs, needs and long term goals.

The continued restraints of proposition 2 1/2 require diligence and restraint. Department budgets are monitored on a regular basis and the reserve fund has been used for emergencies. The Department Heads have been cooperative in assisting the Finance Committee with these processes.

The Finance Committee thanks all Town Officials, Department Heads, employees and volunteers for continuing to help make the budget process work.

Respectfully submitted,

Karen A. Underhill

FIRE DEPARTMENT

The Eastham Fire Department reported an increase in overall activity in 1993, with the most significant rise reflected in emergency medical service calls. Unfortunately, property loss caused by fires also increased.

We were pleased with the support from the community in funding the new Emergency One pumper, which gives us an additional 500 gallons of water and is critical in fire suppression activities. The apparatus went into service prior to the hectic summer season, replacing a 20-year-old Maxim engine.

Barbara Edwards was added to the full-time firefighting/EMT staff July 1, replacing Dave Colton. Barbara, a call firefighter for more than five years, will be enrolled in this fall's Cape & Islands Paramedic program. This department continues to offer a safe standard of advanced level medical care.

The next area requiring attention will be the physical space now occupied by the department. Developing a plan now for the community's needs in both fire suppression and emergency medical service should be a priority item in the town's master plan.

FIRE DEPARTMENT REPORT FOR YEAR 1993

The following is a summary of the activity of the Eastham Fire Department and its Emergency Medical Services.

MEDICAL	
Immediately life threatening	13
Potentially life threatening	242
Sick or injured, not life or limb threatening	731
TOTAL MEDICAL CALLS	986
MEDICAL MUTUAL AID RENDERED TO OTHER DEPARTMENTS	
Town of Orleans	17

Town of Wellfleet	5
Town of Truro	3
TOTAL RENDERED	25

MEDICAL MUTUAL AID REQUESTED FROM OTHER DEPARTMENTS

Town of Orleans	16
Town of Wellfleet	14
Town of Brewster	1
Town of Harwich	1
TOTAL REQUESTED	32

TOTAL BLOOD PRESSURES TAKEN	**360**

PARAMEDIC CALLS

On duty personnel	231
Off duty personnel	22
From other departments	46
TOTAL PARAMEDIC CALLS	299

FIRE CALLS

Service calls/Details/assistance rendered	31
Extrication/Heavy rescue/Evacuation/Forcible entry	12
Motor vehicle accidents: Check vehicles/remove hazard	64
Motor vehicle fires: Report of/Actual	5
Flammable/Hazardous/Toxic liquid spills (no ignition)	21
Flammable/Hazardous/Toxic liquid spills (with ignition)	0
Smoke/Hazardous condition (investigation only)	22
Unauthorized burning	18
Brush/Grass fires	19
Trash/Debris/Dumpster fire	3
Flammable/Hazardous/Toxic gas leak/Fumes (no ignition)	10
Flammable/Hazardous/Toxic gas leak/Fumes (with ignition)	2
Heating appliance malfunction or fire	8
Appliance/Tool/Equipment malfunction or fire	11
Building/Structure fire	12
Chimney fire	10
Automatic fire alarm/sprinkler system activation (no fire)	57
Bomb scare/Malicious fire report or fire alarm activation	1
Electrical system malfunction	8
Public utility wires down or arcing	29
Aircraft landing	1
Water/Ice rescue	6
Miscellaneous (not classified above	3
TOTAL FIRE INCIDENT CALLS	353

OTHER FIRE INCIDENTS

Suspicious fire under investigation	4
Suspicious fire solved	2
Suspicious fires awaiting court results	0
TOTAL SUSPICIOUS FIRE/ARSON INVESTIGATIONS	6

INJURIES ON THE FIREGROUND

Fire Department personnel	1
Civilians	3
TOTAL INJURED	4

FIRE MUTUAL AID RENDERED TO OTHER DEPARTMENTS

Town of Wellfleet	2
Town of Orleans	1
TOTAL RENDERED	3

FIRE MUTUAL AID RECEIVED FROM OTHER DEPARTMENTS

Town of Wellfleet	10
Town of Orleans	9

Town of Brewster	7
Town of Chatham	2
Town of Harwich	4
National Park Service	1
State Hazardous Materials Response Team	1
TOTAL RECEIVED	34
PERMITS ISSUED	
Oil burners/fuel storage tank installations	131
Fire/smoke alarms	226
Wood/coal stoves	25
Removal of underground tanks	12
Storage of explosives	10
Copies of reports	40
Open burning permits	822
Propane storage tanks	38
Tank truck inspections	5
Roofing/tar operations	0
Automatic extinguishing system	1
Fuel storage tank install/renewal (over 330 gal)	5
Underground fuel storage registration / upgrade	11
Waste oil tanks	0
TOTAL PERMITS ISSUED	1326
INSPECTIONS PERFORMED	
Oil burner	92
Oil burner reinspection	6
Residential Fire/Smoke alarms ...	94
Houses for sale Fire/Smoke alarms	127
Commercial fire alarms	3
Fire alarm reinspections	8
Solid fuel (wood/coal stoves)	17
Fuel storage tank installation (residential)	85
Fuel storage tank install/upgrade (over 330 gal)	2
Remove underground fuel storage tanks	12
Fuel truck	5
Place of assembly	16
Auto service centers	2
Innkeepers	2
Motel-boarding houses	4
Business/commercial	22
Inspection after fire loss	9
Courtesy inspections	2
Inspection of violations	19
Restaurants	23
Fire prevention presentations	4
Propane/Comp. Gas storage	32
Automatic Extinguishing Systems	3
TOTAL INSPECTIONS	589

HARBORMASTER

This year we enjoyed the results of the recent dredging activity with a busy boating season. Organization of the docks along the south side of the launching ramp was completed and the so-called "courtesy dock" project for use by vessels launched from trailers is continuing. This project is provided through the state division of Waterways and will be constructed during Spring, 1994.

Fresh water distribution for washdown of boats was finalized in the new floats during the summer, and we are continuing to plan for expanded electric service.

Mooring permits for vessels in other areas of the town waters continues to be of benefit to boaters in the rapid identification of owners in the event of a grounding or other problems. Some 300 mooring permits were issued this season.

Many thanks to those who have helped us during the year.

Respectfully submitted,

Denis Nault
Harbormaster

EASTHAM HOUSING AUTHORITY

In 1993, Eastham voters approved the purchase of four units of existing housing at a price of $185,000. The acquisition will provide the first public housing for low income residents of the town or for those who work in Eastham. The Eastham Housing Authority determined that families will be selected by lottery from qualified applicants.

The whole initiative was supported by Fin Com and the Selectmen unanimously.

The Housing Authoriy Board considered, but rejected, requesting funds to purchase vacant land, since a survey of voters by the Authority showed a strong preference for using existing units rather than increasing the housing stock, and because the direction taken results in "instant" housing to help meet the well-authenticated need for low rent family housing.

Shortly after the purchase of the units by the Town from the Cape Cod Bank and Trust, through bond borrowing, and their subsequent transfer to the Authority — Board member Fay Shook died suddenly. She had worked assiduously for this accomplishment — as she had for many programs to help neighbors with severe income and other problems. The new complex will be known as the "Fay Shook Garden Homes."

An agreement has been concluded with the very experienced Orleans Housing Authority for rent-up and management, but the Eastham Housing Authority will determine policy and look to further opportunities to add more units for a compelling need which greatly exceeds this first response.

Respectfully submitted,

Bernard Kaplan, Chairman
Brian Edmunds
Mary Lou Petitt
Elizabeth Simmons
Fay Shook

BOARD OF HIGHWAY SURVEYORS AND PUBLIC WORKS

This Board continued its second year of work in 1993, consisting of three members from the public sector who are responsible to the Board of Selectmen as a policy making/goal setting body. The duties of the Board include general support and advice to the Supervisor of Public Works and the Board of Selectmen as may be appropriate and as indicated below:

- To work closely with the Supervisor of Public Works and provide guidance and support in the development of annual budgets and five year capital outlay plans.
- To determine the need for roadway construction/repair and maintenance work.
- To assist in the review and evaluation of private roads as requested by the Planning Board, that are being petitioned in accordance with by-law procedures, for acceptance as Town roads.
- To coordinate the activities of the Board of Highway Surveyors and Public Works with other Boards and Committees such as the Board of Health and the Recycling Committee.
- To monitor state, federal and county regulations, directives etc. and recommend appropriate actions relative thereto.
- The Board also serves as the cemetery commissioner, tree warden, park commissioner, and moth superintendent.

Projects completed in 1993 include the following:

1. The partial relocation of Nauset Light Beach Road. (land swap with National Seashore pending).
2. Resurfacing of Samoset and McKoy Roads.
3. Resurfacing of a portion of Nauset Road, from Route 6 to Railroad Avenue.
4. New road drainage basins and cleaning of existing basins.
5. Various approvals of utility companies plans and improvements.
6. Oiling of fifteen roads in North Eastham, west of Route 6.

Current Projects under Design/Planning and nearing completion include the following:

1. Reconstruction and realignment of a portion of Herring Brook Road in the area of Herring Pond.
2. Plans and specifications for the repair of Bridge Road Bridge.
3. Miscellaneous drainage repairs and improvements.

Projects for Review and Comments

1. Colonial Gas line installations on Town roads.
2. All plans requiring D.P.W. approvals from various Town Boards, including Zoning, Planning, Health, Assessing and Conservation Commission.
3. Utility company improvements.

The Board looks forward to continuing our amiable relationship with the Town Administrator, Selectmen and DPW Supervisor, and above all to serving the citizens of Eastham to the best of our abilities. We also want to thank the men in the DPW for their skills and dedication in the performance of their arduous duties. We salute them.

Respectfully submitted,

George H. Burgess, Chairman
Lawrence J. Dettenborn, Secretary
William Reade, Jr.

EASTHAM HISTORICAL COMMISSION

The Eastham Historical Commission met each month during 1993 at the Public Library. Commission efforts were centered on preparing elements of an historic preservation plan in support of the Local Comprehensive Plan required by the Regional Policy Plan of the Cape Cod Commission.

The Commission continued to identify and accumulate information on historic properties within the Town. Scenic roads were identified. A demolition delay by-law was drafted. Preparations were made to undertake a formal survey of historic properties under guidelines established by the Massachusetts Historical Commission. A meeting was held with members of the Old Town Centre Historic District to discuss the status of their work and the possibility of additional districts. A meeting was devoted to presenting Commission plans to the Eastham Selectmen.

The Chairman wishes to express his appreciation to members of the Commission for their faithful support of Commission efforts during 1993: David Eagles, Vice Chairman, Helen Mourton, Clerk, Ralph Andrist (appointed in June), Edward Bolton, Charles Deane, Nancy Heller, and Helen Whitlock (Resigned in May).

Respectfully submitted,

George Abbott, Chairman

HUMAN SERVICES ADVISORY COMMITTEE

In calender year 1993 the Committee held eighteen meetings. On April 7 we had a "focus group" session with representatives of the following agencies: Eastham Council on Aging, Eastham Elementary School, Interfaith Council for the Homeless, Lower/Outer Cape Health and Human Services Coalition, Lower Cape Transportation Resources, Mass A-PEAL, Outer Cape Health Services, Provincetown AIDS support Group, St. Joan of Arc Church, Visiting Nurse Association. That meeting gave us a broader picture of the Town's Human Services needs. Subsequently we prepared a report to the Local Comprehensive Plan Committee and delivered it on May 12.

During the summer and fall committee members made site visits to most of the agencies asking for Town funds. Later we met with representatives of the two new applicant agencies.

After review of the materials submitted by the various agencies we submitted our recommendations to the Town Administrator on January 13, 1994.

Respectfully submitted,

Marianne Simmel, Chair
James B. Hartgering
Bernard Kaplan
Min Koblitz
Deborah Meguerdichian
Susan Vance
Dilys Smith

INFORMATION BOOTH

We had another busy season at the Information Booth, serving 29,941 families during the summer of 1993. We hope we can continue to assist visitors and residents alike by providing helpful information as well as keeping tourist dollars in

Eastham. Please come by with your cottage listings, menus, calendars, etc. we will be open once again on Memorial Day Weekend.

Respectfully submitted,

Connie Terhune, Supervisor
Marcia Nickerson
Ann Bengston
Jean Harrington

EASTHAM PUBLIC LIBRARY

The Eastham Public Library continues to provide quality service for our many patrons — a task that has become increasingly challenging as we face a growing circulation, now in excess of 80,000, with minimal increases in staff and funding. The demands of today's information age coupled with the tedious tasks required of the librarians in processing materials using our current card system demands automation, but we lack the dollars to gain full membership in CLAMS (Cape Libraries Automated Materials Sharing). As a result, we are hampered in our efforts to provide information for those who seek reference materials or books not found on our shelves and by the lack of time librarians have to spend with individual patrons.

Fortunately, twenty volunteers continue to donate more than 70 hours of their time to staffing the library — equivalent of two full-time positions. They keep the periodicals in order, supervise the children's area, and oversee the main circulation desk where books and other materials are checked in and out. They also help process reserves, renewal, and inter-library loan requests. Without the help of these people who give so much of themselves, the library could not operate.

In addition to the volunteers, we are indebted to the Friends of the Eastham Public Library who purchased not only additional materials, including some outstanding children's books and videos but two state-of-the-art computers as well. One computer is currently being used to facilitate administrative procedures; the other is available to patrons for research utilizing CD-ROM materials or for preparing written reports, letters, spread sheets, etc.

A planning committee made up of trustees, staff, and Friends spent several months evaluating the library and setting goals for the future. Its final report, "A Plan for the Future," is available at the library. The report, which serves as a guide to library service and development for the next 3-5 years, identifies and analyzes community and library needs, determines library service roles, and develops goals and objectives to meet these needs and roles. Six major goals, each of which includes several objectives, are presented in the report. Among the goals are automation of library services, assessing use of available space, improving staff and volunteer training, and increasing funding to facilitate increased staffing, materials, and hours. The planning committee, which was chaired by assistant librarian, Sue Lederhouse, included librarians Jane Pedersen and Helen Mourton, trustees Bob Gardner and Don Bishop, former trustee Nathan Anthony, Selectman Don Sparrow, and Friends Executive Board Director Scott VanRyswood.

Respectfully submitted,

Jane Pedersen, Director
Robert Gardner, Chairman, Board of Trustees
Scott VanRyswood, Secretary, Board of Trustees
Charles Deane, Board of Trustees

LOCAL COMPREHENSIVE PLANNING COMMITTEE

The year 1993 will be a year of progress for the Comprehensive Planning Committee. The Selectmen chose to appoint a new committee because of several resignations. The new committee appointed August 23, 1993 with officers as follows:

George Abbott, Vice Chair
Madeleine Bebout, Secretary
James Cecil
Jeffrey Havlick
Bernard Kaplan
George Katz
Min Koblitz
Walter Ross, Chairperson
Elizabeth Simmons

The committee formulated a workshop schedule to receive input from the interested Easthamites. Six public hearings were conducted, one each Wednesday afternoon from November 3rd through December 15th.

During this period a survey was developed and distributed throughout town units i.e., post offices, town hall, schools, etc. Tabulation will be completed early 1994. The committee also published in local papers a Request For Proposal for a consultant firm to assist in the preparation of a document for Eastham for its future development through the next 20 to 25 years. The preliminary work by the committee consisted of 17 major subjects discussed in public meeting focus groups including a vision statement to reflect the future direction of the Town of Eastham.

Thomas Associates of Boston, Massachusetts was selected by the committee to consolidate the material into a master plan from which the town can direct its future.

Respectfully submitted,

Walter F. Ross, Chairperson

NATURAL RESOURCES DEPARTMENT

An unusually warm and dry summer characterized this year's weather, following an equally cold and stormy late winter season. The great Blizzard of 1993 in March had minimal impact on Cape Cod as it passed to the west and produced rain and windy conditions in Eastham.

A second major storm occurred in December with sustained winds of over 60 mph for three days. The storm coincided with high course tides, and the results were flooding conditions similar to the extratropical hurricane of 1991 although not as severe. Several marine mammals stranded during the storm, including two deep water bottlenose dolphins — a species not previously seen on Cape beaches. The strandings were apparently storm related and are not considered as mass stranding events.

A more permanent change associated with the storm was the creation of a second inlet to Nauset Marsh. This new inlet has grown in width as well as depth in a few weeks and appears to be the major source of tidal exchange. As this continues, it is expected that the old inlet will shoal and become sealed off.

The mild winter conditions allowed fishermen to harvest a Bay Scallop crop

from the waters of Cape Cod Bay which was discovered in the closing months of the previous season, and continued through the 1992 season. Nearly one thousand bushels were harvested during the two seasons. The bountiful harvest in the Bay was in contrast to minimal harvest from the waters of Town Cove. Seed evident during the previous year did not survive the winter months, and little is observed for next season.

The soft shell clam harvest was bountiful, especially in remote areas of Nauset Marsh, and commercial quantities were harvested throughout the summer months. Elsewhere, quahog and mussel harvest was sustained as well. We are still awaiting the availability of disease free oysters for relay.

The hatchery program produced several hundred thousand seed quahogs for transplant throughout the town, and the starfish population was diminished. Mussels set in remote areas were transplanted to areas for growout in areas more easily accessible.

The number of shellfish permits issued increased slightly with a total of 2020 issued as follows: 44% to residents and taxpayers; 17% issued to tenants or families renting property; 3% to non-tenants; 30% were issued free to residents and taxpayers over 65 years of age, and 6% were issued to commercial fishermen.

Osprey nesting platforms destroyed during the previous winter were replaced together with an additional one in the Bee's River marsh near First Encounter Beach. All three sites had nesting pairs investigate within a short period of time, although no juveniles were raised this year.

We again thank all those people and agencies who have helped our department during the year.

Respectfully submitted,

Henry Lind, Natural Resources Officer

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

This was a very quiet year for the Historic District Commission — no new construction, additions or alterations.

The Commission did have one meeting to consider and recommend our views to the Appeals Board on the proposal by David Del Gizzi to construct an awning onto his restaurant, the Lobster Shanty. We were in favor of the awning providing it was made of canvas, the same color as the other awnings and that it would not be a permanent structure or ever be enclosed. We also recommended that the awning be seasonal.

Lella Bennison's term expired in July and she was replaced by Beverly Plante.

Respectfully submitted,

Daniel C. Pease, Jr., Chairman
Alice C. Cook, Secretary
Charles Deane
Elizabeth Pratt
Chester Ranlett

REPORT OF THE PLANNING BOARD

During the regular monthly meetings, 34 "Approval Not Required" plans containing 86 lots, were endorsed.

Amended Flood Plain Zoning and minor changes to the permit and sign sections of the Zoning By-law were recommended to the Annual Town Meeting. All received a favorable vote at the Meeting.

After several months of operating at less than full membership of seven, the Board requested that the Selectmen amend the Town Charter to provide for a five member board. There being volunteers to fill the vacancies, this article was withdrawn at the Special Town Meeting of November 15, 1993.

Respectfully submitted,

James A. Badera, Chairman
Frank Schumann
Frank J. Salomone
David Crary
Thomas Brady
Alan Morrell
William P. Burt

POLICE DEPARTMENT

Mileage of Police Cruisers	249,139
Bicycle Registrations	2
Copies of Reports	175
F.I.D. Cards	67
Firearms Dealer License	1
Machine Gun License	1
Photo Identifications	51
Pistol Permits	71
Private Duty	117
Motor Vehicle Citations:	
a. Warnings	1,309
b. Civil	1,115
c. Complaints	44
d. Arrests (Motor Vehicle)	121
TOTAL	2,589

COMPLAINTS RECEIVED AND/OR INVESTIGATIONS AND SERVICES PROVIDED

Part One Incidents

Rape by Force	2
Assault by Other Dangerous Weapon	1
Assault-Knife or Cutting Inst.	2
Assault-Bands, Fists, Feet	32
Burglary-Forcible Entry	44
Burglary-Unlawful Entry (no force)	16

Burglary-Attempted Forcible Entry	13
Larceny (theft)	119
Arson	1
Recovered Stolen Motor Vehicle	2

Part Two Incidents

Abandoned Motor Vehicles	1
Acc. Death/ Suicide	1
All Other Traffic	1,498
Arrest on Warrant	44
Attempt Suicide	3
Checks — Insufficient Funds	8
Dead Body Reports (sudden death)	9
Incapacitated Persons	81
Liquor Laws	7
Lost and Found	204
Major Accidents	105
Mentally Disturbed Persons	7
Missing Persons	35
Narcotics Drug Laws	22
Operating Under Influence of Drugs	2
Operating Under Influence of Liquor	47
Other Offenses	36
Phone Calls (annoy, obscene, threat)	66
Prowler Complaints	10
Recovered Stolen Property	4
Runaway under 18	6
Sex Offenses (ex. 2 & 16)	9
Trespassing	14
Unlawful Disposal of Rubbish	17
Vandalism	112
Violation of Town By-Laws	22
Weapons (buying-selling)	3
GRAND TOTAL PART ONE AND TWO INCIDENTS	**2,605**

SERVICE INCIDENTS

Assists to Motorist	63
Assists to Other Departments	888
Barn Inspections	12
Burglar Alarms	230
Business Checks	457
Civil	88
Disabled Motor Vehicles	213
Dog Complaints	604
Domestic Problems	42
Equipment Tags	5
Escorts	34
Hazards	71
House Checks	431
Hunter Complaints	24
K-9 Use	58
Lock Outs	162
Medical Assists	2
Messages Delivered	95

Minor Accidents	114
Miscellaneous	228
Miscellaneous Traffic	1, 657
Noise	145
Reassurance Program	187
Service to Homeowner	118
Summons Served	66
Suspicious-car-person-incidents	155
Transportation	173
TOTAL SERVICE INCIDENTS	**6,322**
GRAND TOTAL OF INCIDENTS	**8,927**

PROSECUTIONS 1993

Assault and Battery	15
Assault and Battery w/a Dangerous Weapon	3
Attaching Plates	5
B/E w/int to Commit Misdemeanor	4
B/E w/int to Commit Felony	7
Carrying a Firearm w/o License	3
Child Safety Restraints	5
Conspiracy to viol Controlled Substance Law	2
Defective Equipment	345
Disorderly Person	1
Drink Alcohol/Open Container & Op M/V	4
Fail to Drive in Lane Nearest Right	7
Fail to Grant Right Away	7
Fail to Keep Left When Passing	22
Fail to Stay in Marked Lanes	56
Fail to Stop for a Police Officer	2
Fail to Stop for a Red Light	8
Fail to Stop for a Signal	9
Fail to Stop When Emerging Driveway	1
Fail to Use Care in Start/Stop/Turn/Back	100
Fail to Use Care Entering Roadway	1
Fail to Wear Eye Protection	1
Fail to Wear Head Protection	2
Failed to Yield	12
False Name to Police Officer	1
Forgery	1
Fraudulent Use of Vending Machine	1
Impeded Operation	1
Intimidation of a Witness	1
Larceny of Property	6
Larceny of M/V or Trailer	2
Leaving Scene/Property Damage	2
Malicious Destruction of Property	7
Minor Transporting of Alcohol	22
No License in Possession	56
No Registration in Possession	7
Operating After Revocation	30
Operating After Suspension	51
Operating M/V Contrary to Lic Restrictions	4
Operating on Closed Roadway	1
Operating to Endanger	20
Operating Recklessly	1
Operating Under the Influence/Alcohol	94

Operating Under the Influence/Drugs	2
Operating w/o a Helmet	2
Operating w/o a License	18
Permitting Impeded Operation	1
Possession of Burglarious Tools	3
Possession of Class D Narcotics	11
Possession of Hypodermic Syringe Needle	3
Possession w/int to Distribute	3
Possession w/int to Manufacture	4
Receiving Stolen Property	2
Runaway	1
Speeding	1,608
Threats to Commit a Crime	3
Town By-Law/ Anti-Noise	1
Town By-Law/ Sleeping in Open	1
Unauthorized Use of Motor Vehicle	1
Uninspected Motor Vehicle	24
Uninsured Motor Vehicle	4
Unregistered Motor Vehicle	26
Uttering	1
Violation of Protective Order	8
Weaving Lanes	46
720CMRG.06	98
TOTAL PROSECUTIONS	**2,801**
Fines Received from Court	**$65,655.00**

MAJOR ACCIDENTS 1993

Major Accidents	105

DAYS OF THE WEEK

Sunday	11
Monday	9
Tuesday	11
Wednesday	17
Thursday	17
Friday	21
Saturday	19

TIMES OF DAY

12 Midnight to 6:00 A.M.	5
6:00 A.M. to 12 Noon	31
12 Noon to 6:00 P.M.	44
6:00 P.M. to 12 Midnight	25

Respectfully submitted,

Donald A. Watson
Chief of Police

E-911

The Town of Eastham is in the process of completing the requirements for coming on line with the new E-911 telephone service. E-911 will aid all of your emergency service departments in delivery of services by locating the origin of the

call based upon house numbers. The key to the effective operation of E-911 is your cooperation in numbering your homes. Houses properly numbered may be readily located by emergency personnel. We know that you will help this program be effective. Thank you for your continued support.

Respectfully submitted,

Donald Watson
Chief of Police

EASTHAM RECREATION COMMITEE

We have had a large increase in the number of children using our programs, summer recreation at the high school, swimmimg lessons at Wiley Pond, soccer and field hockey (a new program this year), girls and boys basketball, softball, and baseball.

The increase in the number of children using the programs offered has led to space problems in the gyms and fields. This is a problem that we are trying to work out.

The Friends of The Eastham Rec. have had numerous fund raisers, including bottle and can drives, pizza and spaghetti dinners, "T" shirt sales, and mass mailings as well as lots of volunteer help with the building of "The Eastham Field Of Dreams", our new baseball and softball fields. The baseball field is done and the softball field is almost completed. Needless to say this winters snow has put us a bit on hold.

Our thanks go out to all the volunteers who have helped make this dream come true.

Respectfully Submitted

Warren Kerry, Chairman
Tony Pierantozzi
Jean Leyton
Laurie Sexton
Keiran Gargolinski

REGIONAL TRANSIT AUTHORITY

The Cape Cod Regional Transit Authority is a public agency established in 1976 by chapter 161B of the General Laws of Massachusetts. The Authority is given general responsibility to develop, finance and contract for the operation of mass transportation facilities in Barnstable County. Its primary source of funds are the Federal Government, the State of Massachusette and member towns. Fares for buses operated under the Authority amount to only 5% of its total funds. The Statute prohibits the Regional Transit Authority from directly operating any mass transportation service. It does, however, own busses which are contracted out to mass transit operators and towns.

The Authority's principal service is the B-Bus system, which is a door-to-door, ride by appointment, paratransit service to all Cape Cod residents for any purpose. Appointments for this service must be made 24 hours in advance.

Presently the only fixed route service provided by the Authority is from Woods

Hole, thru Hyannis to the Community College, and by recent action extended to the government complex in Barnstable. There are also special service contracts with Elder Services of Cape Cod & the Islands, the Department of Mental Retardation, the Department of Public Health, Cape Cod Child Development Program, Medicaid, shuttle busses in towns, Falmouth Hospital and Purity Supreme. RTA also gives a subsidy to Plymouth and Brockton Bus Co. to assure service along Route 6 to Provincetown.

Of special interest to Eastham residents is the action taken by the Authority at its February 1994 board meeting. Funding for the Lower Cape Transportation Resource, operated out of the Eastham COA building, for service to the towns of Eastham, Wellfleet, Truro and Provincetown has expired. As a result many residents of these towns using this service primarily for trips to medical facilities were facing loss of this specialized accomodation. During the calendar year of 1993 Eastham residents accessed these rides 148 times. The average age of these riders was 77. As a result of negotiations with LCTR the Authority agreed to utilize the two busses adapted to haul wheel chairs to provide specialized medical trips to the Mid-Cape five days a week eight hours a day. Riders would thus have a comparable medical service for which they would pay the regular B-Bus fare.

For the fiscal year 1994 the B-Bus provided Eastham residents with a total of 1,453 rides for all purposes for 130 clients. The Eastham assessment for FY94 for this service is $5,519. If residents who formerly used LCTR services now use the B-Bus it should be anticipated that the assessment to Eastham would increase substantially.

Respectfully submitted,

Donald Sander
Eastham RTA Representative

SEARCH COMMITTEE

1993 marked the second full year for the Search Committee. During this period, we have received over 105 Talent Forms. Vacancies for committees have been posted at the Post Office, Library, Town Hall, Town Meeting and in the media. Currently, we are initiating a bumper sticker program with the help of the Forum. 1993 saw a marked improvement in the appointment process. It is our hope that we will see even more people in 1994 fill out talent forms so that they may serve their town, not only on committees, but perhaps in an advisory way.

We would like to extend our sincere thanks to Sheila and her staff, the Selectmen, and most of all to the citizens of Eastham who have participated to make Eastham a great town in which to live.

Respectfully submitted,

Mike Allard, Chairman
Bill Mines, Vice Chairman
Chris Sieger, Secretary
Terry Chesney
Paul Mourton
Kate Hood

SUPERINTENDENT OF SCHOOLS

The past year was the most eventful in memory for public education in Massachusetts. In June, the Legislature passed and the Governor signed into law an Education Reform that makes substantial changes in the way the Commonwealth's schools and school districts operate. Although final approval of the bill was a response to a state Supreme Court ruling that the former, largely property-tax-based, funding system for public schools was unconstitutional, the new law goes far beyond financial matters. It shifted almost all employment responsibility from School Committees to school administrators; will establish a Common Core of Learning for students across the state; established broadly- based School Councils in every school in the Commonwealth; and began a series of activities designed to improve the quality of teaching and learning in our schools.

This past fall, therefore, was hectic and sometimes confusing as local schools implemented a complex, multi-faceted Reform package that became public just as schools were closing in June. School Councils were formed in October, just as the revised budgets for the 93-94 school year finally were set. Nauset had seven professionals retire under terms of an Early Retirement Incentive that was part of the Ed. Reform package, and we bid farewell to High School Principal Thomas Ballerino, among others. Long-time Nauset High Counselor Andy Kalinick and Social Studies teacher Frank Hutchings were also among 1993's retirees. Replacing Mr. Ballerino is Milton Teguis, who comes to the Cape from Auburn (MA) High School, where he was Assistant Principal for six years. Mr. Teguis has taught at Worcester State College, and has earned degrees from Norwich University and Assumption College.

Beyond Education Reform, the most urgent issue facing us is the need to expand Nauset High School to accommodate its greatly expanded enrollment. We have moved our portable classrooms from the Middle School to the High School, but our enrollment will exceed that additional capacity by 1995. Since the largest class in our history is the present Kindergarten (300 students), and our elementary enrollment averages 266 children per grade, this problem will require a substantial building program. A Building Committee is at work, and will begin this winter and spring to discuss publicly the likely scope of the project.

As a district, we are fortunate that our citizens have continued to support education well. We in the school department are committed to investing our resources wisely, and to graduating young adults prepared to be capable, contributing Americans through much of the next century.

Respectfully submitted,

Michael B. Gradone
Superintendent of Schools

TOWN PLANNER

Shared with the neighboring Town of Wellfleet, the Town Planner serves primarily as the technical support staff for the Planning Board of each town. Although land development activity has remained minimal in comparison to 1989 and earlier years, the Planner continued to spend considerable time coordinating the development review process, conferring with applicants and their engineers/surveyors as well as with development abutters, conducting site investigations, reporting to Planning Board members and other town officials and attending Board meetings to provide input to deliberations and to answer questions.

Additionally, the Town Planner has provided assistance to various Town bodies during 1993 typically as follows:

Town Administrator/Board of Selectmen with research/input into various planning issues such as the realignment of "C" Street off Nauset Light Beach Road north to service some private properties within the National Seashore Park District; the Barnstable County Material Recycling Facility proposal; concerns on the siting of and access to the proposed Eastham early childhood center, "The Children's Place"; affordable housing interests; town road acceptance procedures; etc.

Zoning Board of Appeals by preparing an investigative report for every special permit and/or variance application.

Lower Cape Cod Community Development Corporation as a member of the Board of Directors with support and input to potential project research and development, grant applications, functions and community outreach.

Housing Authority with research, statistical data and map resource acquisition, and technical input, as needed, directed toward the goal of creating some affordable housing for Eastham.

Assistant Assessor by serving as a liaison with the Planning Board.

Local Planning Committee (created under the auspices of the Cape Cod Commission Act) with general guidance, resource research, statistical data and map acquisition/development, and technical input as needed, during the multi-faceted inventory phase of the comprehensive planning process.

I wish to express my sincere appreciation for the continued support and cooperation I have received from other departments, numerous board and committee members and the Eastham community as a whole during the past year.

Respectfully submitted,

Walter E. Stratton, AICP
Town Planner

TOWN ACCOUNTANT

Honorable Board of Selectmen:

I wish to express my gratitude to your Board and the various Town boards, departments and citizens for their support of my office. Most especially, I wish to recognize the work of my assistant, Scott Chretien, for his efforts on behalf of the office during my several month's illness. With only six month's training, and with the minimal direction I was able to give him during my illness, he worked hard to insure that the necessary tasks were completed. His efforts and dedication are most appreciated. Scott was offered more lucrative employment nearer his home, and to the Town's loss, his gain, he has moved back to Maine.

In accordance with Chapter 41, Section 61 of the General Laws, and in accordance with the General By-laws of the Town, I submit a financial report of the Town for the fiscal year ended June 30, 1993, a listing of all unexpended balances of appropriation accounts and revenues received against budgeted revenues as of December 31, 1993, and a listing of salaries and wages paid during 1993, in the following format:

Schedule A	Balance Sheet
Schedule B	Debt Account
Schedule C	Summary of Receipts
Schedule D	Summary of Appropriations and Expenditures
Schedule E	Appropriation Balances as of December 31, 1993
Schedule F	Receipt of Budgeted Revenues as of December 31, 1993
Schedule G	Salaries and Wages for Calendar Year 1993

Respectfully submitted,

Carolyn C. Gifford
Town Accountant

TOWN OF EASTHAM
BALANCE SHEET — ALL FUND TYPES
JUNE 30, 1993

SCHEDULE A

	GOVERNMENTAL FUNDS			FIDUCIARY FUNDS			
	GENERAL FUND	HIGHWAY FUNDS	SPECIAL REVENUE	NON-EXPENDABLE TRUST FUNDS	EXPENDABLE TRUST FUNDS	STABILI-ZATION FUNDS	BARNSTABLE CO. UNFUNDED. LIABILITY FUND
Assets							
Cash	$1,115,293.80	$174,812.65	$321,946.56	$102,525.11	$53,294.52	$104,337.32	29,214.94
Investments					40,136.71	11,604.51	
Receivables:							
Property Taxes	390,946.89						
Excise Taxes	46,785.16						
Educational Loans						133,209.00	
Tax Liens	118,230.88						
Taxes In Litigation	107,792.43						
Other Receivables	9,290.32		122,940.99				
Allowance For Uncollected Receivables	(252,493.51)		(122,940.99)		(133,209.00)		
Tax Foreclosures	17,642.71						
Total Assets	$1,553,488.68	$174,812.65	$321,946.56	$ 142,661.82	$64,899.03	$104,337.32	$29,214.94

	GOVERNMENTAL FUNDS			FIDUCIARY FUNDS			
	GENERAL FUND	HIGHWAY FUNDS	SPECIAL REVENUE	NON-EXPENDABLE TRUST FUNDS	EXPENDABLE TRUST FUNDS	STABILI-ZATION FUNDS	BARNSTABLE CO. UNFUNDED. LIABILITY FUND
Liabilities and Fund Balances							
Liabilities:							
Accounts Payable	$146,028.89		$24,004.35				
Bonds/Loans Payable	55,000.00						
Payroll Withholdings Payable	49,249.17						
Deferred Revenue	387,261.84						
Other Liabilites	2,776 78						
Total Liabilities	$640,316.68	$0.00	$24,004.35	$0.00	$0.00	$0.00	$0.00
Fund Balances:							
Reserve For Encumbrances	380,280.34	174,812.65	210,598.19				29,214.94
Reserve For Abatements and Exemption Surplus	52,713.45						
Reserve For Bonds/ Loans Payable	(55,000.00)						
Reserve For Appropriations			87,344.02			104,337.32	
Reserve - Unprovided Abatements	(22,875.83)						
Reserve - Unprovided Expenditures							
Reserve - Unexpendable Balance				142,661.82			
Unreserved	558,054.04				64,899.03		
Total Fund Balance	$913,172.00	$174,812.65	$297,942.21	$142,661.82	$64,899.03	$104,337.32	$29,214.94
Total Liabilities and Fund Balances	$1,553,488.68	$174,812.65	$321,946.56	$142,661.82	$64,899.03	$104,337.32	$29,214.94

DEBT ACCOUNT
JUNE 30, 1993

SCHEDULE B

NET FUNDED ON FIXED DEBT:	
Inside Debt Limit:	
General	$0.00
LOANS AUTHORIZED:	
Transfer Station Construction*	300,000.00
Equipment Loan — Front End Loader	82,421.00
Compactor/Trailers Purchase	169,000.00
Fire Pumper Tanker Purchase	53,475.47
	$604,896.47
BONDS AUTHORIZED:	
Elementary School Addition	3,986,500.00
Library Building Addition	693,665.00
Lamont Smith Land Purchase	1,750,000.00
Horton Property Land Purchase	2,000,000.00
Regional Septage Treatment Plant	535,000.00
Police Station Construction	1,550,000.00
Highway Facility Construction	786,800.00
	$11,301,965.00
TOTALS	$11,906,861.47

SERIAL LOANS:	
Inside Debt Limit:	
General	$0.00
LOANS AUTHORIZED AND UNBORROWED:	
Fire Pumper Tanker Purchase	53,475.47
PAYMENTS MADE ON LOANS TO DATE:	
Lamont Smith Land Purchase	865,000.00
Equipment Loan — Front End Loader	52,421.00
Compactor/Trailers Purchase	119,000.00
	$1,036,421.00
BALANCE TO BE PAID ON LOANS:	
Equipment Loan — Front End Loader(FY 1995)	30,000.00
Compactor/Trailers Purchase (FY 1994)	50,000.00
	$80,000.00

PAYMENTS ON BONDS MADE TO DATE:

Elementary School Addition	2,001,500.00
Library Building Addition	355,665.00
Lamont Smith Land Purchase	448,000.00
Horton Property Land Purchase	600,000.00
Regional Septage Treatment Plant	70,000.00
Police Station Construction	465,000.00
Highway Facility Construction	246,800.00
Transfer Station Construction	90,000.00
	$4,276,965.00

BALANCE TO BE PAID ON BONDS ISSUED:

Elementary School Addition(FY 1998)	1,985,000.00
Library Building Addition(FY 1998)	338,000.00
Lamont Smith Land Purchase(FY 1998)	437,000.00
Horton Property Land Purchase(FY 2000)	1,400,000.00
Regional Septage Treatment Plant (FY 2000)	465,000.00
Police Station Construction (FY 2000)	1,085,000.00
Highway Facility Construction(FY 2000)	540,000.00
Transfer Station Construction(FY 2000)	210,000.00
	$6,460,000.00

TOTALS $11,906,861.47

* Loan Authorized; funding was by ten year bonding

NOTE: Fiscal Year's noted indicate year in which last payment will be made

SUMMARY OF RECEIPTS
JUNE 30, 1993

SCHEDULE C

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
General Revenue:				
Taxes:				
Current:				
Personal	205,489.17	191,590.58		(13,898.59)
Real Estate	7,869,619.81	7,491,421.15		(378,198.66)
Forest Stumpage Tax	8.00	0.00		(8.00)
Previous:				
Personal		13,169.72		13,169.72
Real Estate		414,043.69		414,043.69
Tax Foreclosures		9,999.01		
Tax Titles		55,993.46		55,993.46
Taxes In Litigation		9,010.86		9,010.86
			8,185,228.47	
Privileges:				
Motor Vehicle Excise:				
Current		202,696.96		202,696.96
Previous		210,770.67		
Boat, Ship or Vessel:				
Current		0.00		
Previous		0.00		
	202,032.00		413,467.63	211,435.63

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
Interest, Demands and Tax Title Cost:				
Interest		65,524.99		
Demands		17,795.93		
Tax Title Cost		468.51		
Taxes In Litigation Charges		103.00		
	48,448.25		83,892.43	$35,444.18
Licenses/Permits:				
Selectmen:				
Auction		100.00		
Billiards		225.00		
Cable Installations		1,122.00		
Campground		50.00		
Certified Weigher		30.00		
Cesspool Installer		975.00		
Cesspool Pumping		2,200.00		
Christmas Tree Vendor		0.00		
Coin Amusement		890.90		
Common Victualler		1,100.00		
Dealer Registration		10.00		
Entertainment		0.00		
Food Service		1,790.00		
Home Rental Permit		11,455.00		
Ice Cream Manufacture		250.00		
Innkeeper		400.00		
Liquor		17,060.00		
Massage		25.00		

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
Miniature Golf		270.00		
Motor Vehicle Lessor Surcharge		392.10		
Motel		1,250.00		
Peddler		185.00		
Raffle		10.00		
Stable		20.00		
Sunday Operations		26.50		
Swimming Pool		600.00		
Taxi		0.00		
Tanning Facility		0.00		
Tennis Court Rental		0.00		
Transient Vendor		5,880.00		
Used Car		450.00		
Yard Sale		610.00		
		$47,376.50		
Shellfish:				
Resident		6,703.00		
Tenant		4,147.00		
Commercial		9,410.00		
Non-resident		1,475 .00		
		$21,735.00		
Public Safety:				
Bicycle Registraton		1.50		
Building Permit		32,605.00		
Charcoal Fire Permit		0.00		

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
Fire Alarm		4,440.00		
Firearms Dealer		30.00		
Firearms ID Card		125.00		
Fuel Oil Storage		175.00		
Gas Permit		5,040.00		
Gas Storage		720.00		
Gun Powder Storage		220.00		
Machine Gun Permit		20.00		
Mobil Unit Permit		50.00		
Oil Burner		3,180.00		
Open Burning Permit		4,110.00		
Pistol Permit		1,439.00		
Plumbing Permit		11,719.00		
Septic Permit		8,675.00		
Sign Permits		75.00		
Solid Fuel Heating		440.00		
Sprinkler Permits		20.00		
Tank Installation/Removal		640.00		
Tank Registration		10.00		
Tank Truck Inspection		180.00		
Waste Oil Storage		0.00		
Wire Permit		16,630.00		
		90,544.50		
Total Licenses/Permits	$167,412.00		$159,656.00	($7,756.00)

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
Fees:				
General Government:				
Birth/Death/Marriage Certificates		1,375.00		
Business Certificates		0.00		
Certificates Of Lien		14,700.00		
Dog Fees		$498.50		
Late Dog Registration		$55.00		
Fish & Game Fees		16.20		
Planning Board Fees		1,125.00		
Pole Locations		125.00		
Photo Copies		1,722.44		
Public Records Search		0.00		
Telephone Receipts		857.53		
Town Hall Rental		35.00		
Uniform Commercial Code/Etc.		1,020.00		
Voting Lists/Misc.		367.46		
Witness Fee		26.34		
Zoning Board of Appeals Fees		5,155.78		
Zoning Books/Maps		98.50		
		$27,177.75		
Public Safety:				
Building Reinspection Fee		805.00		
Building Inspection Certificate		1,028.00		
Fire Detail Surcharge		50.40		
Fire Building Plans Review		0.00		
Fire Report Copies		304.50		
Pistol Permit Photographs		355.00		

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
Police Cruiser Use		1,100.00		
Police Fax Machine Receipts		205.25		
Police ID Photographs		0.00		
Police Photo Copies		0.00		
Police Report Copies		968.00		
Police Soda Machine Receipts		110.00		
Private Duty Surcharges		2,801.85		
		$7,728.00		
Health And Sanitation:				
Landfill Fees — Gate Attendant		70,174.15		
Landfill Fees — Haulers		22,415.00		
Landfill Coupon Books		9,108.00		
Landfill Single Coupons		3,241.00		
Landfill Stickers		89,615.00		
Flu Clinic		888.00		
Recycling Receipts		401.05		
Test Holes		12,300.00		
Conservation Hearing Fees		426.00		
Council on Aging:				
Day Center Client Fees		37,017.00		
		$245,585.20		
Parks And Recreation:				
Marina Rental		7,700.00		
Marina Rental Waiting List		430.00		

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
Mooring Permits		1,925.00		
Rental Listings		1,730.00		
		$11,785.00		
Total Fees	$328,488.49		$292,275.95	($36,212.54)
Fines:				
Beach Parking		380.00		
Court		93,007.00		
Dog Violations		460.00		
Library		826.00		
	$162,786.00		$94,673.00	($68,113.00)
United States Government:				
Cape Cod National Seashore:				
Dump Use		2,895.00		
Fire Protection		1,980.00		
Federal Disaster Funds		107,264.00		
Lieu of Taxes		0.00		
	$8,344.00		$112,139.00	$103,795.00
Commonwealth of Massachusetts:				
Clean Lakes Project		5,065.45		
Highway Fund — Chapter 825		8,972.00		
Library Construction Reimbursement		22,152.00		

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
Lieu of Taxes		702.00		
Lottery		50,112.00		
Police Career Incentive		13,118.00		
Reimburse Extended Polling Hours		397.00		
Reimburse Special Abatements		13,173.00		
Room Occupancy Tax		162,402.00		
Schools:				
Chapter 71 Transportation		25,273.00		
Chapter 645 School Construction		$362,893.00		
Veterans Benefits		$3,177.82		
Total Commonwealth Receipts	$636,793.00		$667,437.27	$30,644.27
Investment:				
Interest On Savings		$35,294.48		
Interest On Certificates of Deposit		0.00		
Interest – School Building Project		9.61		
Interest – Police Station Building		14.82		
Interest – Highway Facility Building		25.92		
Interest – Arts Lottery Council		55.99		
Interest – Deputy Collector's Account		191.96		
Total Investment Receipts	$58,453.00		$35,592.78	($22,860.22)
Unclassified/Miscellaneous:				
Damage Person/Property		$4,424.05		
EOCD Fringe/Gas Use Reimbursements		$11,780.02		

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
FY 92 Court Fines		$8,810.00		
Library Fax Receipts		$299.00		
Lieu of Taxes – Rod & Gun Club		$1,224.12		
Miscellaneous Donations/Receipts		$732.00		
Nonsufficient Check Charge		25.00		
Refunds Previous Fiscal Years		1,664.80		
Sale of Highway Signs		0.00		
Sale of Surplus		1,948.00		
School Gasoline Use		3,894.12		
Unknown Licenses/Permits		290.00		
Worker's Compensation Reimbursements		3,243.34		
Total Unclassified Receipts	$12,885.00		$38,334.45	$25,449.45
Special Revenue Funds				
Ambulance Fees		$67,160.65		
Beach Permits Reserved		$68,230.00		
Conservation Donations		$265.00		
Conservation Fees Reserved		$3,471.50		
Council On Aging:				
Day Center Human Service Gifts		$17,479.00		
ECEC Preschool Tuition Revolving		$11,631.50		
Fire Detail		940.00		
Flag/Outdoor Display Gift		453.47		
Information Booth Utilities Donation		525.00		
Olde Mill Donations Reserved		1,351.81		

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
Olde Mill Restoration Fund		955.00		
Outfall Pipe Legal Defense Fund		10,140.35		
Police Private Duty		62,951.37		
Police Salary Donation		600.00		
Recreation Commission Fees Revolving		6,460.00		
School Building Use Revolving		25.00		
School Gift Fund		510.00		
Sign Installation Gift		300.00		
Stephen F Gifford Xmas Lighting Donation		60.00		
Windmill Electricity Donation		510.00		
Commonwealth Of Massachusetts:				
Arts Lottery Council		2,000.00		
Council On Aging:				
Elder Affairs Grant		2,380.00		
EOCD — Small Cities Grant		359,175.80		
Library Aid		2,862.38		
Police Salary Grant		4,467.43		
School:				
Early Childhood Development Grant		25,000.00		
E.C.I.A. Block Grant		1,759.00		
Excel II Grant		53,585.00		
Barnstable County:				
Refunded Dog Tax		1,549.74		
Cape Cod Commission Donation		0.00		

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
Interest:				
Interest — Chap 811 Highway Grants		793.59		
Interest — Barnstable County Unfunded Liability		1,541.99		
Interest — Stabilization Fund		5,032.81		
Total Receipts:				
General & Special Revenue Funds	$9,700,758.72		$10,082,696.98	$381,938.26
Cash on Hand July 1, 1992				
General Fund			$535,453.79	
Highway Fund			$214,868.59	
Federal Disaster (FEMA) Fund			$0.00	
Special Revenue Fund			$211,582.12	
EOCD — Small Cities Grant			$27,524.71	
Capital Project Fund			100,893.66	
Special Town Trust Funds			248,379.46	
Total Cash and Receipts Available			$11,421,399.31	
Trust Funds:				
Nonexpendable:				
Cash on Hand July 1, 1992		95,086.26		
Donations		7,438.85		
			102,525.11	

	BUDGETED TOTALS BY CATEGORY	ACTUAL	TOTALS OF ACTUAL BY CATEGORY	ACTUAL OVER/(UNDER) BUDGETED
Expendable:				
Cash on Hand July 1, 1992		22,273.36		
Donations		1,100.00		
Student Loan Repayments		12,665.00		
Interest/Distributions		47,818.38		
			83,856.74	
Total Cash & Receipts Available — Trust Funds			$186,381.85	

SUMMARY OF APPROPRIATIONS AND EXPENDITURES
JUNE 30, 1993

SCHEDULE D

Account	Balance From Past Year	Annual/SpecialL Town Meeting Appropriation	Loans Transfers And Other Receipts	Total	Expenditures And Other Debits	Unexpended Balance Closed To Revenue	Balance Forward To Next Year
General Government							
Selectmen/Assessor/Board of Health Salary		5,000.00		5,000.00	5,000.00	0.00	
Town Administrator/Selectmen Office Salary		67,665.41	0.10	67,665.51	67,665.51	0.00	
Town Administrator/Selectmen Expense	17.00	10,050.00	26.98	10,093.98	10,093.98	0.00	
Moderator Salary		100.00		100.00	100.00	0.00	
Moderator Expense		1.00		1.00	0.00	1.00	
Finance Committee Salary		1.00		1.00	0.00	1.00	
Finance Committee Expense		108.00		108.00	95.00	13.00	
Reserve Fund		50,000.00		50,000.00	20,663.08	29,336.92	
Elections & Registration Salary		13,353.64	397.00	13,750.64	12,619.65	1,130.99	
Elections & Registration Expense	10.57	2,586.50		2,597.07	2,224.16	372.91	
Town Report Expense		4,640.00		4,640.00	4,467.32	172.68	
Town Accountant Salary		67,461.89	256.47	67,718.36	66,967.16	751.20	
Town Accountant Expense	40.00	2,635.60	228.75	2,904.35	2,170.23	13.84	720.28
Town Audit Expense		8,800.00	2,100.00	10,900.00	10,900.00	0.00	
Assessor Office Salary		60,315.71		60,315.71	60,048.87	266.84	
Assessor Expense		10,448.00	955.22	11,403.22	9,952.41	1,000.81	450.00
Town Reappraisal	372.38	4,000.00		4,372.38	4,332.38	40.00	
Treasurer/Tax Collector Salary		27,438.00		27,438.00	27,438.00	0.00	
Treasurer/Collector Office Salary		28,635.54	131.45	28,766.99	28,766.99	0.00	
Treasurer/Collector Expense		7,044.50	1,500.00	8,544.50	8,544.50	0.00	

Account	Balance From Past Year	Annual/SpecialL Town Meeting Appropriation	Loans Transfers And Other Receipts	Total	Expenditures And Other Debits	Unexpended Balance Closed To Revenue	Balance Forward To Next Year
Treasurer Computer Equipment		3,070.00		3,070.00	3,070.00	0.00	
Tax Title Expense		18,000.00		18,000.00	13,202.32	4,797.68	
Town Clerk Salary		25,581.00		25,581.00	25,581.00	0.00	
Town Clerk Office Salary		7,795.32		7,795.32	7,795.32	0.00	
Town Clerk Expense	75.43	1,345.08		1,420.51	1,258.39	162.12	
Legal Services		36,000.00	5,515.69	41,515.69	41,515.64	0.05	
Personnel Board Salary		1.00		1.00	0.00	1.00	
Personnel Board Expense		202.50		202.50	169.00	33.50	
Data Processing Expense		1,100.00	675.00	1,775.00	1,445.93	329.07	
Zoning Board of Appeals Salary		2,215.52	667.99	2,883.51	2,883.51	0.00	
Zoning Board of Appeals Expense		2,347.50	329.09	2,676.59	2,676.59	$0.00	
Building Code Appeal Board Salary		1.00		1.00	0.00	$1.00	
Building Code Appeal Board Expense		1.00		1.00	0.00	$1.00	
Planning Board Salary		1.00		1.00	0.00	$1.00	
Planning Board Expense		18,963.00		18,963.00	18,767.54	195.46	
Town Hall Salary		1.00		1.00	0.00	1.00	
Town Hall Expense	129.00	23,170.70	552.86	23,852.56	23,277.54	0.00	575.02
Town Hall Vault Doors Expense	6,400.00			6,400.00	0.00	0.00	6,400.00
Town Hall Architectural Fees Expense	12,150.00			12,150.00	0.00	0.00	12,150.00
Bulk Fuel Oil Expense		7,600.00	306.66	7,906.66	7,665.66	241.00	
Town Hall Furnace Replacement	10,000.00			10,000.00	0.00	0.00	10,000.00
Town Insurance — Unemployment Compensation		11,000.00	237.67	11,237.67	5,276.07	0.00	5,961.60
Town Insurance — Employee Expense	24,275.63	400,000.00	15,004.15	439,279.78	356,955.61	0.00	82,324.17
Town Insurance — Town Protection		202,298.60		202,298.60	172,705.08	0.00	29,593.52
	$53,470.01	$1,130,979.01	$28,885.08	$1,213,334.10	$1,026,294.44	$38,865.07	$148,174.59

Account	Balance From Past Year	Annual/SpecialL Town Meeting Appropriation	Loans Transfers And Other Receipts	Total	Expenditures And Other Debits	Unexpended Balance Closed To Revenue	Balance Forward To Next Year
Public Safety							
Police Salary		689,508.68	6,332.77	695,841.45	692,475.58	3,365.87	
Police Expense	143.00	76,290.00	11,073.93	87,506.93	84,397.93	57.00	3,052.00
Police Out Of State Travel Expense		50.00		50.00	50.00	0.00	
Dispatching Salary		155,172.70	(1,800.00)	153,372.70	153,005.24	367.46	
Fire Salary		583,309.46	11,267.36	594,576.82	594,576.82	0.00	
Fire Expense	1,234.50	42,356.00	1,356.50	44,947.00	44,943.31	3.69	
1993 Ambulance Purchase	62,000.00	(5,130.87)		56,869.13	56,836.34	32.79	
1993 Pumper/tanker Purchase		165,211.00		165,211.00	165,130.00	81.00	
Fire Department Computer Upgrade		1,500.00		1,500.00	1,228.56	271.44	
Fire Department Protective Clothing	10,536.00			10,536.00	10,536.00	0.00	
Harbors & Landings Salary		1,560.99		1,560.99	1,560.99	0.00	
Harbors & Landings Expense		1,115.00		1,115.00	983.97	0.00	131.03
Rock Harbor Maintenance & Repair	13,081.50			13,081.50	9,975.00	0.00	3,106.50
Rock Harbor Improvement Designs	1,582.50			1,582.50	0.00	0.00	1,582.50
Building Inspection Salary		41,174.02		41,174.02	41,174.02	0.00	
Building Inspection Expense		6,088.25		6,088.25	4,944.08	502.17	642.00
Gas/Plumbing Inspection Expense		11,700.00		11,700.00	11,700.00	0.00	
Wire Inspection Expense		11,700.00		11,700.00	11,700.00	0.00	
Civil Defense Salary		215.83		215.83	215.83	0.00	
Civil Defense Expense		112.50		112.50	0.00	112.50	
Civil Defense Generator Expense		202.50		202.50	202.50	0.00	
Bulk Gasoline Expense		45,000.00		45,000.00	43,550.69	1,449.31	
	$88,577.50	$1,827,136.06	$28,230.56	$1,943,944.12	$1,929,186.86	$6,243.23	$8,514.03

Account	Balance From Past Year	Annual/Special Town Meeting Appropriation	Loans Transfers And Other Receipts	Total	Expenditures And Other Debits	Unexpended Balance Closed To Revenue	Balance Forward To Next Year
Schools							
Elementary School Operations	82,074.05	1,508,998.60	7,708.00	1,598,780.65	1,509,695.00	1,638.71	87,446.94
Elementary School Supplemental Budget		11,961.00		11,961.00	11,953.00	8.00	
Elementary School Well Installation	26,500.00			26,500.00	13,640.00	0.00	12,860.00
Elementary School Out Of State Travel		119.00		119.00	0.00	119.00	
School Building Committee Operations		1,000.00		1,000.00	33.22	0.00	966.78
Nauset Regional Capital Assessment		410,068.78		410,068.78	410,068.78	0.00	
Nauset Regional Capital Improvement Assessment		4,596.36		4,596.36	4,596.36	0.00	
Nauset Regional Operating Assessment		1,576,054.92		1,576,054.92	1,576,054.92	0.00	
High School Classroom Relocation Article		21,000.00		21,000.00	21,000.00	0.00	
Cape Cod Regional Technical High School Assessment		129,516.00		129,516.00	129,516.00	0.00	
	$108,574.05	$3,663,314.66	$7,708.00	$3,779,596.71	$3,676,557.28	$1,765.71	$101,273.72
General Maintenance							
General Maintenance Salary		180,071.11		180,071.11	162,874.87	17,196.24	
General Maintenance Expense	5,921.19	63,766.00	552.00	70,239.19	65,163.68	795.19	4,280.32
Road Repair & Maintenance	10,753.66			10,753.66	0.00	0.00	10,753.66
Department Of Public Works Facility Expense	86.00	19,750.00		19,836.00	19,391.30	67.50	377.20
Snow & Sanding Salary		16,255.20		16,255.20	11,143.91	5,111.29	
Snow & Sanding Expense		8,675.00		8,675.00	7,693.14	0.00	981.86
Street Lighting Expense		5,100.00	639.95	5,739.95	5,295.29	0.00	444.66
Engineering Services Expense		1,170.00		1,170.00	300.00	870.00	
Steele Road Engineering	1,500.00			1,500.00	0.00	0.00	1,500.00
Boat Meadow Culvert Repairs	5,306.00			5,306.00	0.00	0.00	5,306.00
Bridge Road Bridge Engineering	343.70			343.70	0.00	0.00	343.70
Nauset Light Road Work	2,362.66		300.00	2,662.66	2,662 66	0 00	
	$26,273.21	$294,787.31	$1,491.95	$322,552.47	$274,524.85	$24,040.22	$23,987.40

Account	Balance From Past Year	Annual/SpecialL Town Meeting Appropriation	Loans Transfers And Other Receipts	Total	Expenditures And Other Debits	Unexpended Balance Closed To Revenue	Balance Forward To Next Year
Health & Sanitation							
Sanitary Landfill Salary		70,248.90	3,125.26	73,374.16	73,374.16	0.00	
Sanitary Landfill Expense	1,660.84	$230,927.36	100.00	232,688.20	184,528.43	41,339.77	6,820.00
Sanitary Landfill Area Well Drilling Expense	12,168.62			12,168.62	0.00	0.00	12,168.62
Sanitary Landfill Closure Site Assessment		50,000.00		50,000.00	42.09	0.00	49,957.91
Hazardous Household Waste Collection Day		10,000.00		10,000.00	0.00	0.00	10,000.00
Drainage Expense		12,750.00		12,750.00	10,456.62	0.00	2,293.38
Natural Resources Salary		112,163.78	3,479.96	115,643.74	115,643.74	0.00	
Natural Resources Expense		15,234.87	1,033.50	16,268.37	15,135.71	0.00	1,132.66
Herring Runs Repairs	343.56			343.56	0.00	0.00	343.56
Conservation Commission Salary		7,553.04		7,553.04	7,159.71	393.33	
Conservation Commission Expert Testimony Expense	525.00			525.00	0.00	0.00	525.00
Conservation Commission Appraisals & Related Expense	1,575.00			1,575.00	0.00	0.00	1,575.00
Conservation Commission Expense		1,205.00		1,205.00	1,186.29	0.00	18.71
Open Space Committee Operations	1,153.12			1,153.12	0.00	0.00	1,153.12
Open Space Comnittee Salary		1.00		1.00	0.00	1.00	
Open Space Committee Expense		1.00		1.00	0.00	1.00	
Water Resources Study Committee Salary		1.00		1.00	0.00	1.00	
Water Resources Study Committee Expense		75.00		75.00	0.00	75.00	
Town Nurse Expense	981.80	11,470.00		12,451.80	10,040.40	2,411.40	
Lower Cape Human Services Donation		8,181.00		8,181.00	8,181.00	0.00	
Nauset Workshop Donation		5,272.00		5,272.00	5,272.00	0.00	
Sight Loss Services Inc Donation		500.00		500.00	500.00	0.00	
Cape Cod Child Development Project		2,000.00		2,000.00	1,500.00	0.00	500.00
Access House Inc.		500.00		500.00	500.00	0.00	
Center For Individual & Family Services		4,518.00		4,518.00	4,518.00	0.00	
Lower Cape Outreach Council	600.00	1,200.00		1,800.00	1,500.00	0.00	300.00
Cape Cod Council on Alcoholism	2,430.00			2,430.00	2,430.00	0.00	

Account	Balance From Past Year	Annual/Special Town Meeting Appropriation	Loans Transfers And Other Receipts	Total	Expenditures And Other Debits	Unexpended Balance Closed To Revenue	Balance Forward To Next Year
Legal Services of Cape Cod		3,500.00		3,500.00	3,500.00	0.00	
Independence House		2,069.00		2,069.00	1,551.75	0.00	517.25
Eastham Committee on Early Childhood, Inc.		1,500.00		1,500.00	1,500.00	0.00	
Inspection of Animals Expense		100.00		100.00	0.00	100.00	
Health Agent Salary		40,677.88		40,677.88	36,492.52	4,185.36	
Public Health Expense	943.89	4,575.00		5,518.89	4,697.75	243.89	577.25
Dutch Elm Disease Expense		200.00		200.00	0.00	200.00	
Insect/Pest/Poison Ivy Control Expense		10.00		10.00	0.00	10.00	
Tree Warden Expense		450.00		450.00	0.00	30.00	420.00
Greenhead Fly Control Expense		693.00		693.00	693.00	0.00	
Council on Aging Salary		60,370.57	117.46	60,488.03	60,488.03	0.00	
Council on Aging Expense		12,735.00	6,769.54	19,504.54	19,504.54	0.00	
Council on Aging Adult Day Program Salary		44,259.93		44,259.93	40,757.64	3,502.29	
Council on Aging Adult Day Program Expense		6,075.00	1,662.75	7,737.75	7,737.75	0.00	
	$22,381.83	$721,017.33	$16,288.47	$759,687.63	$618,891.13	$52,494.04	$88,302.46
Veterans' Services							
Veterans' Services Expense		7,817.00		7,817.00	7,817.00	0.00	
Veterans' Services Benefits	398.00	8,000.00		8,398.00	3,848.24	4,549.76	
	$398.00	$15,817.00	$0.00	$16,215.00	$11,665.24	$4,549.76	$0.00
Cemeteries							
Veterans' Grave Officer Expense		75.00		75.00	0.00	0.00	75.00
Old Cemeteries Expense		1.00		1.00	0.00	1.00	
	$0.00	$76.00	$0.00	$76.00	$0.00	$1.00	$75.00

Account	Balance From Past Year	Annual/Special Town Meeting Appropriation	Loans Transfers And Other Receipts	Total	Expenditures And Other Debits	Unexpended Balance Closed To Revenue	Balance Forward To Next Year
Libraries							
Library Salary		63,397.83		63,397.83	61,296.39	2,101.44	
Library Expense	193.89	38,942.16	2,733. 85	41,869.90	41,337.16	107.89	424.85
	$193.89	$102,339.99	$2,733.85	$105,267.73	$102,633.55	$2,209.33	$424.85
Parks & Recreation							
Recreation Commission Salary		11,908.90		11,908.90	11,656.04	252.86	
Recreation Commission Expense		8,874.28		8,874.28	8,874.28	$0.00	
Information Booth Expense	63.08	690.00		753.08	595.37	157.71	
Olde Mill Salary		3,021.38		3,021.38	3,015.54	5.84	
Beach Program Operations	246.14	79,140.00		79,386.14	71,984 52	129.70	7,271.92
	$309.22	$103,634.56	0.00	$103,943.78	$96,125.75	$546.11	$7,271.92
Interest							
Certification of Notes Expense		200.00		200.00	105.00	95.00	
Bank Charges Expense		4,500.00		4,500.00	4,202.85	297.15	
Interest Expense		535,987.50		535,987.50	500,387.21	35,600.29	
	$0.00	$540,687.50	$0.00	$540,687.50	$504,695.06	$35,992.44	$0.00

Account	Balance From Past Year	Annual/SpecialL Town Meeting Appropriation	Loans Transfers And Other Receipts	Total	Expenditures And Other Debits	Unexpended Balance Closed To Revenue	Balance Forward To Next Year
Municipal Indebtedness							
Departmental Equipment Loan Payment		15,000.00		15,000.00	15,000.00	0.00	
School Building Bond Payment		400,000.00		400,000.00	400,000.00	0.00	
Library Building Bond Payment		70,400.00		70,400.00	70,400.00	0.00	
Police Station Construction Bond Payment		155,000.00		155,000.00	155,000.00	0.00	
Lamont Smith Land Purchase Bond Payment		89,600.00		89,600.00	89,600.00	0.00	
Horton Property Bond Payment		200,000.00		200,000.00	200,000.00	0.00	
Highway Facility Construction Bond Payment		80,000.00		80,000.00	80,000.00	0.00	
Transfer Station Construction Bond Payment		30,000.00		30,000.00	30,000.00	0.00	
Compactors/trailers Loan Payment		55,000.00		55,000.00	55,000.00	0.00	
Regional Septage Treatment Plant Bond Payment		70,000.00		70,000.00	70,000.00	0.00	
	$0.00	$1,165,000.00	$0.00	$1,165,000.00	$1,165,000.00	$0.00	$0.00
Pensions & Retirement							
Barnstable County Retirement System Assessment		258,413.00	6,142.96	264,555.96	258,413.00	6,142.96	
	$0.00	$258,413.00	$6,142.96	$264,555.96	$258,413.00	$6,142.96	$0.00
Unclassified							
Unpaid Bills Expense		553.84		553.84	553.44	0.40	
Damages to Persons & Property	169.09		15,022.37	15,191.46	13,172.82	0.00	2,018.64
Buildings, Lands & Parks Salary		1.00		1.00	0.00	1.00	
Buildings, Lands & Parks Expense		1.00		1.00	0.00	1.00	
Golf Study Commission Expense	4,500.00	(4,500.00)		0.00	0.00	0.00	

Account	Balance From Past Year	Annual/Special Town Meeting Appropriation	Loans Transfers And Other Receipts	Total	Expenditures And Other Debits	Unexpended Balance Closed To Revenue	Balance Forward To Next Year
Historic District Commission Operations	237.73			237.73	0.00	0.00	237.73
Year-Round Employee Salary Supplement		17,727.00		17,727.00	14,786.00	2,941.00	
DPW/NRO Union Adjustment FY 1992/FY 1993	13,678.34		(5,965.22)	7,713.12	0.00	7,713.12	
	$18,585.16	$13,782.84	$9,057.15	$41,425.15	$28,512.26	$10,656.52	$2,256 37
GRAND TOTALS	$318,762.87	$9,836,985.26	$100,538.02	$10,256,286.15	$9,692,499.42	$183,506.39	$380,280.34

APPROPRIATION BALANCES
December 31, 1993

SCHEDULE E

	BEGINNING BALANCE	CURRENT BALANCE	% EXPENDED
GENERAL GOVERNMENT			
Selectmen/Assessor	5,000.00	2,500.00	50.00%
Tn Admin/Select Office Salary	85,204.30	43,378.87	49.09%
Tn Admin/Selectmen Expense	11,200.00	5,458.36	51.26%
Moderator Salary	100.00	100.00	0.00%
Finance Committee Expense	95.00	95.00	0.00%
Reserve Fund	50,000.00	46,121.95	7.76%
Elections & Registrations Salary	13,854.53	8,979.73	35.19%
Elections & Registrations Expense	2,799.83	1,601.73	42.79%
Town Report Expense	4,500.00	4,390.00	2.44%
Town Accountant Salary	70,875.51	36,069.59	49.11%
Town Accountant Expense	12,910.00	6,042.24	53.20%
Town Accountant Expense Encumbered	720.28	177.28	75.39%
Assessor Office Salary	60,840.70	32,256.01	46.98%
Assessor Expense	10,924.00	3,887.70	64.41%
Assessor Expense Encumbered	450.00	0.00	100.00%
Town Reappraisal Expense	50,100.00	50,100.00	0.00%
Treasurer/Tax Collector Salary	30,182.00	15,090.95	50.00%
Treasurer/Tax Collector Office Salary	31,039.85	15,469.77	50.16%
Treasurer/Tax Collector Expense	9,013.10	3,902.26	56.70%
Tax Title Expense	15,000.00	7,849.85	47.67%
Town Clerk Salary	27,939.00	13,969.46	50.00%
Town Clerk Office Salary	8,714.16	4,529.07	48.03%
Town Clerk Expense	2,683.13	2,013.01	24.98%
Legal Services Expense	40,000.00	23,008.42	42.48%
Personnel Board Expense	125.00	25.00	80.00%
Data Processing Expense	4,625.00	3,980.00	13.95%
Zoning Board of Appeals	1,745.00	223.78	87.18%
Planning Board Expense	19,461.48	1,207.45	93.80%
Town Hall Salary	11,212.08	11,212.08	0.00%
Town Hall Expense	21,797.32	10,853.53	50.21%
Town Hall Expense Encumbered	575.02	350.05	39.12%
Town Hall Vault Doors Expense	6,400.00	6,400.00	0.00%
Town Hall Architectural Fees	12,150.00	12,150.00	0.00%
Bulk Fuel Oil/Gasoline Expense	52,000.00	38,568.94	25.83%
Town Hall Furnace Replacement	10,000.00	10,000.00	0.00%
Town Ins–Unemployment Compensation Exp.	8,000.00	5,836.61	27.04%
Town Ins–Unemployment Compensation Encumb	5,961.60	211.60	96.45%
Town Insurance–Employee Expense	423,636.36	337,292.86	20.38%
Town Insurance–Employee Exp. Encumbered	82,324.17	7,595.14	90.77%
Town Insurance–Town Protection	220,329.00	102,238.75	53.60%
Town Insurance–Town Protection Encumb.	29,593.52	29,593.52	0.00%

PUBLIC SAFETY			
Police Salary	688,922.54	325,318.30	52.78%
Police Expense	70,532.56	19,238.51	72.72%
Police Expense Encumbered	3,052.00	2,966.32	2.81%
Dispatching Salary	157,630.59	78,488.83	50.21%
Fire Salary	583,725.45	292,646.49	49.87%
Fire Salary Union Settlement 1994	120,000.00	0.00	100.00%
Fire Salary Union Settlement 1995	23,000.00	23,000.00	0.00%
Fire Expense	48,584.78	24,228.44	50.13%
Fire Expense Encumbered	0.00	0.00	0.00%
Fire Station Repairs	3,300.00	2,559.23	22.45%
Fire Pickup Truck Purchase	22,383.00	20,806.50	7.04%
Underground Water Storage Tanks Article	5,000.00	1,282.76	74.34%
Harbors & Landings Salary	1,560.99	1,021.41	34.75%
Harbors & Landings Expense	1,410.00	1,355.74	3.85%
Harbors & Landings Expense Encumbered	131.03	131.03	0.00%
Rock Harbor Maintenance & Repair	3,106.50	1,906.50	38.63%
Rock Harbor Improvement Designs	1,582.50	1,582.50	0.00%
Rock Harbor Pilings	1,500.00	1,500.00	0.00%
Building Inspection Salary	42,622.84	21,311.42	50.00%
Building Inspection Expense	7,463.35	4,074.73	45.40%
Building Inspection Expense Encumbered	642.00	465.07	27.56%
Gas/Plumbing Inspection Expense	11,700.00	5,350.02	54.27%
Wire Inspection Expense	12,700.00	6,350.02	50.00%
Civil Defense Expense	452.50	452.50	0.00%
SCHOOLS			
Elementary School Operations	1,571,376.57	1,009,785.10	35.74%
Elementary School Operations Encumb FY 93	87,446.94	(7,221.45)	108.26%
Elementary School Out of State Travel	119.00	119.00	0.00%
School Water Tanks Replacement Article/Well Instal	12,860.00	5,868.54	54.37%
School Building Committee Expense	966.78	966.78	0.00%
Nauset Regional Capital Assessment	163,301.12	81,650.56	50.00%
Nauset Regional Capital Improvement Assess.	3,492.63	1,746.31	50.00%
Nauset Regional Operating Assessment	1,662,703.02	831,351.50	50.00%
Cape Cod Regional Technical H.S. Assess.	100,563.00	40,225.00	60.00%
GENERAL MAINTENANCE			
General Maintenance Salary	165,333.41	86,008.91	47.98%
General Maintenance Expense	86,976.00	31,429.10	63.86%
General Maintenance Expense Encumbered	4,280.32	1,335.60	68.80$
General Maintenance Dump Truck Purchase	21,700.00	3,215.00	85.18%
Dept Of Public Works Facility	16,916.36	9,258.47	45.27%
Dept Of Public Works Facility Encumbered	377.20	208.43	44.74%
Road Maintenance & Repair	10,753.66	10,753.66	0.00%
Snow & Sanding Salary	16,500.20	16,500.20	0.00%
Snow & Sanding Expense	8,430.00	5,465.65	35.16%
Snow & Sanding Expense Encumbered	981.86	981.86	0.00%
Snow & Sanding Sander Purchase	8,000.00	1,196.00	85.05%
Street Lighting Expense	5,400.00	3,019.16	44.09%
Street Lighting Expense Encumbered	444.66	24.76	94.43%

Engineering Services Expense	2,000.00	1,250.00	37.50%
Steele Road Engineering	1,500.00	1,500.00	0.00%
Bridge Road Bridge Engineering	343.70	343.70	0.00%
Boat Meadow Bridge Repairs	5,306.00	5,306.00	0.00%
Nauset Light Road Work	0.00	0.00	0.00%

HEALTH & SANITATION

SANITATION

Sanitary Landfill Salary	76,217.98	38,508.24	49.48%
Sanitary Landfill Expense	207,175.32	136,662.57	34.04%
Sanitary Landfill Expense Encumbered	6,820.00	757.56	88.89%
Sanitary Landfill Closure Site Assessment	49,957.91	42,939.91	14.05%
Hazardous Household Waste Collection Day	10,000.00	705.00	92.95%
Sanitary Landfill Area Well Drilling Expense	12,168.62	12,168.62	0.00%
Drainage Expense Encumbered	2,293.38	53.38	97.67%

ENVIRONMENTAL

Natural Resource Salary	121,048.92	60,238.60	50.24%
Natural Resource Expense	13,825.00	3,205.26	76.82%
Natural Resource Expense Encumbered	1,132.66	807.20	28.73%
Natural Resources Pickup Truck	19,000.00	18,996.87	0.02%
Conservation Commission Salary	8,244.89	4,503.14	45.38%
Conservation Commission Expense	1,060.00	233.12	78.01%
Conservation Comm. Expense Encumbered	18.71	2.83	84.87%
Conservation Comm. - Expert Testimony Exp.	525.00	525.00	0.00%
Conservation Comm. - Appraisals & Related Exp.	1,575.00	1,575.00	0.00%
Open Space Committee Operations	1,153.12	$1,153.12	0.00%
Water Resources Study Committee Exp.	75.00	75.00	0.00%

PUBLIC HEALTH

Town Nurse Expense	11,470.00	9,665.17	15.74%
Lower Cape Human Services Committee	8,500.00	4,250.00	50.00%
Nauset Workshop	5,300.00	3,975.00	25.00%
Sight Loss Services Inc.	650.00	487.50	25.00%
Cape Cod Child Development Program (Headstart)	2,000.00	1,500.00	25.00%
Cape Cod Child Development Program Encumbered	500.00	0.00	100.00%
Access House Inc.	300.00	225.00	25.00%
Center for Individual & Family Services of Cape Cod	4,000.00	3,000.00	25.00%
Lower Cape Outreach Council	1,500.00	1,200.00	20.00%
Lower Cape Outreach Council Encumbered	300.00	0.00	100.00%
Independence House	2,500.00	1,875.00	25.00%
Independence House Encumbered	517.25	517.25	0.00%
Eastham Committee On Early Childhood Inc	1,500.00	1,125.00	25.00%
Legal Services For Cape & Islands Inc	3,000.00	2,250.00	25.00%
Inspection of Animals Expense	100.00	90.00	10.00%
Public Health Salary	40,717.13	20,704.39	49.15%
Public Health Expense	5,628.00	2,472.28	56.07%
Public Health Expense Encumbered	577.25	284.27	50.75%

Dutch Elm Disease Expense	200.00	200.00	0.00%
Insect/Pest/Poison Ivy Control	10.00	10.00	0.00%
Tree Warden Expense	450.00	450.00	0.00%
Tree Warden Expense Encumbered	420.00	0.00	100.00%
Greenhead Fly Control	693.00	0.00	100.00%
Council On Aging Salary	64,471.19	32,745.13	49.21%
Council On Aging Expense	17,570.00	8,687.90	50.55%
COA Adult Day Program Salary	43,119.92	22,032.32	48.90%
COA Adult Day Program Expense	8,382.00	5,867.08	30.00%
VETERANS' SERVICES			
Veterans' Services - Expense	7,817.00	7,817.00	0.00%
Veterans' Services - Benefits	8,000.00	5,214.00	34.83%
CEMETERIES			
Veterans' Grave Officer	75.00	75.00	0.00%
Veterans' Grave Officer Encumbered	75.00	0.00	100.00%
Old Cemeteries Expense	1.00	1.00	0.00%
LIBRARIES			
Library Salary	66,382.23	33,743.62	49.17%
Library Expense	37,611.94	20,289.98	46.05%
Library Expense Encumbered	424.85	424.85	0.00%
PARKS & RECREATION			
Recreation Commission Salary	11,547.36	1,053.13	90.88%
Recreation Commission Expense	8,629.12	4,620.35	46.46%
Information Booth Expense	690.00	641.38	7.05%
Olde Mill Salary	3,247.98	172.31	94.69%
Beach Program Operations	72,000.00	13,822.73	80.80%
Beach Program Operations Encumbered	4,271.92	1,081.38	74.69%
INTEREST			
Certification of Notes Expense	200.00	140.00	30.00%
Interest Expense	442,465.00	233,142.96	47.31%
Bank Charges Expense	4,500.00	2,713.16	39.71%
MUNICIPAL INDEBTEDNESS — SHORT TERM			
Departmental Equipment Loan Payment	15,000.00	15,000.00	0.00%
School Building Bond Payment	400,000.00	400,000.00	0.00%
Library Building Bond Payment	68,200.00	0.00	100.00%
Police Station Construction Bond Payment	155,000.00	155,000.00	0.00%
Lamont Smith Land Purchase Bond Payment	86,800.00	0.00	100.00%
Highway Facility Construction Bond Payment	80,000.00	80,000.00	0.00%
Transfer Station Construction Bond Payment	30,000.00	30,000.00	0.00%

Horton Property Bond Payment	200,000.00	0.00	100.00%
Septage Treatment Facility Bond Payment	70,000.00	70,000.00	0.00%
Compactors/Trailers Loan Payment	50,000.00	50,000.00	0.00%
PENSIONS & RETIREMENT			
Barnstable County Retirement Assessment	$272,383.31	1,876.12	99.31%
UNCLASSIFIED			
Unpaid Bills Expense	2,299.19	0.00	100.00%
Damages To Persons & Property	2,018.64	1,306.81	35.26%
Historic District Operations	237.73	237.73	0.00%
1994 Housing Authority Duplex Purchase	185,000.00	185,000.00	0.00%
Duplex Purchase Legal Costs	1,500.00	1,500.00	0.00%
Nonunion Employees Salary/Wage Increases	54,685.74	Memo Only	100.00%
	$10,266,200.52	$5,644,651.94	

Annual Town Meeting Appropriation	9,414,238.26
Special Town Meeting Appropriation	71,899.73
Special Town Meeting Appropriation	399,782.19
Special Town Meeting Appropriation	0.00
Special Town Meeting Appropriation	0.00
Prior Year Appropriations Encumbered	380,280.34
Total Appropriation	$10,266,200.52
Less Expenditure To Date	$4,621,548.58
Total Unexpended Balances	$5,644,651.94

RECEIPT OF BUDGETED REVENUE

December 31, 1993

SCHEDULE F

CATEGORY	BUDGETED	NET RECEIPTS TO DATE	REALIZED (UNREALIZED) REVENUE
Commonwealth Estimated Receipts	490,157.00	393,687.94	(96,469.06)
Est Local Recpts - Real Estate Tax	7,806,348.66	3,823,581.94	(3,982,766.72)
Est Local Recpts - Previous Year's Real Estate Tax,		191,702.93	109,702.93
Est Local Recpts - Personal Property Tax	201,231.64	122,263.49	(78,968.15)
Est Local Recpts - Prev Year's Pers Property Tax		7,269.15	7,269.15
Est Local Recpts - Motor Vehicle & Trailer Excise	323,200.00	77,539.85	(245,660.15)
Est Local Recpts - Vessel Excise		0.00	0.00
Est Local Recpts - Tax Liens/Foreclosures		49,022.94	49,022.94

Est Local Recpts - Motel Tax	162,000.00	59,447.00	(102,553.00)
Est Local Recpts - Forest Land Tax	0.00	0.00	0.00
Est Local Recpts - Licenses	180,000.00	108,824.00	(71,176.00)
Est Local Recpts - Fines	85,000.00	43,253.50	(41,746.50)
Est Local Recpts - General Government	51,000.00	35,464.83	(15,535.17)
Est Local Recpts - Public Safety		5,316.77	5,316.77
Est Local Recpts - Highways		0.00	0.00
Est Local Recpts - Libraries	300.00	304.00	4.00
Est Local Recpts - Recreation	10,000.00	3,455.00	(6,545.00)
Est Local Recpts - Interest	30,000.00	8,172.20	(21,827.80)
Est Local Recpts - Health & Sanitation	246,000.00	150,759.30	95,240.70)
Est Local Recpts - Lieu of Tax Payments	6,000.00	8,921.89	2,921.89
Est Local Recpts - Demands/Charges on Taxes	83,000.00	43,497.23	(39,502.77)
Est Local Recpts - School Gas Use	6,500.00	8,417.56	1,917.56
	$9,680,737.30	$5,140,901.52	($4,539,835.78)

SALARIES AND WAGES

Paid in The Calendar Year 1993

SCHEDULE G

NAME	BASE PAY	OVERTIME	OTHER
Abbott, Deborah J	15,287.82	0.00	263.50
Abbott, Yvonne C	2,317.83	0.00	0.00
Adams, Dawn	8,059.43	0.00	0.00
Andrulot, Matthew A	564.48	0.00	161.28
Anthony, Mary	74.81	0.00	0.00
Apostolakos, Phillip C	2,639.86	0.00	299.88
Arnold, Keith Thomas	1,538.92	0.00	375.00
Arnold, Lindsay A	564.48	0.00	161.28
Austin Jr, John E.	46,224.90	0.00	986.38
Austin, Julie C	24,365.90	5,310.10	412.19
Austin, Patrick Sean	20,569.75	68.72	806.10
Avellar, Thomas D	2,950.55	0.00	1,183.18
Baker, Karen G	291.22	0.00	140.94
Baran, Cynthia A	10,095.09	0.00	223.20
Barber, Edwin C	3,730.21	17.02	0.00
Barnard, Linda M	41,163.41	0.00	0.00
Bartolini, Barry M	33,491.14	13,623.64	12,233.10
Bates, Kenneth L	34,106.25	0.00	263.50
Beals, Evelyn	43.10	0.00	0.00
Bedard, Deborah A	444.65	0.00	125.00
Bemis, Barbara Mary	9,155.76	0.00	0.00
Bengston, Elsie	2,360.48	0.00	0.00
Berg, Rathryn J	14,449.84	0.00	3,933.00
Bishop, Frances G	10,316.66	0.00	81.50
Blaisdell, Olive E	31.26	0.00	0.00
Blanchard, Cynthia C	41,407.00	0.00	716.30
Blauvelt, Raymond J	33,713.81	5,785.16	3,083.52
Boyd, Alice B	37,116.00	0.00	738.00
Brewer, Marion W	55.00	0.00	0.00
Brookshire, Shannon Joyce	734.72	0.00	209.92
Brown, Muriel A	8,852.68	0.00	33.20
Brown, Ruth C	3,453.01	0.00	45.50

Burgess, Alan J	23,620.70	0.00	609.96
Burns, Gary A	33,381.86	9,405.41	12,221.84
Burns, Maura A	560.15	0.00	500.00
Burns, Steven N	32,757.87	9,831.58	10,755.67
Burt, Linda S	26,832.00	754.66	0.00
Butkovich, Lea	1,416.60	0.00	2,056.84
Cahill, Roberta A	392.00	0.00	0.00
Anderson, Susan M	26,403.10	0.00	0.00
Carey, Robert L	215.83	0.00	0.00
Carpenter, Cecille	16,496.61	0.00	263.50
Chiarappo, Maureen D	4,213.22	0.00	224.06
Chilson, Michael	887.35	0.00	375.00
Chretien, Cherry-Marie	1,120.00	0.00	56.00
Chretien, Scott B	10,629.50	238.00	1,247.50
Christianson, Patricia	8,456.09	0.00	81.50
Clark, Phyllis G	81.82	0.00	0.00
Coco, Frances M	30,068.74	0.00	263.50
Coffin, Phillip O	2,352.42	0.00	44.66
Collins, Kenelm N	1,000.00	0.00	0.00
Collins, Marilyn E	13,373.72	0.00	500.00
Collins, Regina L	25,863.24	946.64	263.50
Collins, Thomas A	2,354.96	0.00	877.02
Colton, David P	10,162.01	1,147.62	9,295.81
Cook, Alice C	56.20	0.00	0.00
Cook, Jeanne T	49.40	0.00	0.00
Daniels, Patsy J	1,485.05	0.00	76.20
Davis, Kathy M	25,068.62	0.00	0.00
Days, Carol C	9,040.34	0.00	81.50
Deegan, Tracey D	22,546.92	0.00	0.00
Defina, Ann	995.05	0.00	500.00
Deschamps, Daniel W	564.48	0.00	161.28
Deschamps, Susan K	7,604.76	0.00	0.00
Deschamps, Wynn	53,677.91	149.64	263.50
Devlin, John P	4,782.65	0.00	0.00
Douglas, Diane P	15,840.27	0.00	164.89
Douglas, Steven G	48,174.36	141.48	2,774.50
Eagles, Clyde A	1,175.04	0.00	0.00
Eagles, David H	525.91	0.00	0.00
Edmunds, Brian	44,219.63	6,369.08	11,309.62
Edwards, Barbara E	11,675.44	1,415.50	707.48
Pedersen, Jane A	33,281.17	0.00	263.50
Erickson, Elizabeth	31,501.47	1,811.33	1,322.68
Escher, Mary K	4,542.00	0.00	0.00
Felton, Barbara	168.00	0.00	0.00
Flaherty, Ann M	38,368.00	0.00	0.00
Foster, Emily S	41,989.00	0.00	0.00
Fraser, Douglas E	56.00	0.00	0.00
Frazier, Charles E	28,331.98	8,768.02	11,465.79
Gieringer, Eugene P	22.95	0.00	0.00
Gifford, Carolyn C	48,107.41	0.00	263.50
Gill, Katherine C	19,540.17	0.00	263.50
Glover, Karolbeth	27,755.12	0.00	0.00
Goddard, Andrew B	3,110.76	0.00	1,822.80
Goemaat, Harold E	9.50	0.00	0.00
Goudreeault, Deborah	24.12	0.00	0.00
Grigas, Teri A	1,949.31	0.00	131.66

Haley, Mark Thomas	33,347.08	8,537.01	8,603.28
Harrington, Marion J	225.97	0.00	0.00
Hawthorne, Glenn	23,678.76	4,636.22	6,905.45
Hayes, Debra A	5,774.77	0.00	359.11
Hayes, Roxanne T	864.24	0.00	252.12
Hayes, Thomas F	38,413.44	6,859.18	8,337.49
Heath, Deborah J	19,469.58	0.00	0.00
Hedlund, Richard R	42,192.28	6,334.78	7,142.90
Hegarty, Genevie M	31,810.98	0.00	0.00
Hensler, Joan G	38,906.00	0.00	0.00
Herold, Dorothy R	3,813.26	0.00	0.00
Hogan, Jeffrey J	1,239.76	0.00	150.00
Hogg, Jessica L	1,829.10	0.00	824.67
Hollander-Essig, C	7,554.00	0.00	0.00
Hollis, Thomas E	22,958.01	136.44	230.55
Hopkins, Warren E	114.87	0.00	4,804.44
Horton, Elizabeth N	38,189.26	0.00	0.00
Houghton, Carol P	22,269.58	0.00	0.00
Humphrey, David Boyd	1,000.00	0.00	0.00
Ide, Patricia J	414.96	0.00	0.00
Johnson, Mary C	41,407.00	0.00	716.30
Johnson, Robert E	211.46	0.00	648.21
Johnston, Martha D	2,803.53	0.00	0.00
Jones, Frederick E	2,444.00	0.00	0.00
Juster, Maria M	43.00	0.00	0.00
Kannegieser, Joan K	21,958.20	0.00	551.00
Kavanaugh, Katie Anne	2,617.58	0.00	0.00
Kavanaugh, Sean	2,090.59	0.00	0.00
Kelley, Edward J Jr	81.10	0.00	41.67
Kelly, Michael W	13,967.43	1,393.58	2,865.84
Kiklis, David	9,548.25	0.00	298.50
King, Mary M	56.00	0.00	0.00
Klinefelter, Patricia M	31,810.98	0.00	0.00
Klinger, Bette J	20,054.71	0.00	263.50
Knowles, Robert R	20,107.59	0.00	916.08
Kreber, Helen	8,404.86	0.00	81.50
Lamperti, Lillian	25,776.22	0.00	100.00
Landess, Helen C	13.06	0.00	0.00
Laplant, Richard W	37,766.00	0.00	800.00
Laribee, David A	29,866.16	61.02	2,125.60
Lederhouse, Susan	15,696.18	0.00	81.50
Lillie, Renee A	5,978.81	0.00	740.00
Lind Jr, Henry F	42,418.74	0.00	263.50
Lofstrom, David J	35,069.88	3,101.07	8,270.72
Lopez, Carol	13,374.00	0.00	0 00
Lopez, Victor M	30,278.13	247.13	2,262.65
Lynch, James D	15,906.80	80.40	0.00
Lynch, Kimberly A	2,291.35	0.00	0.00
MacFarlane, Marie E	37.20	0.00	0.00
Magill-Strakele, Madelynanne	17,574.44	0.00	263.50
Malatesta, Bette A	6,853.50	0.00	0.00
Malatesta, Lisa F	2,322.55	0.00	48.09
Malone, Theresa A	5,614.40	0.00	0.00
Marcel, Michele	380.40	0.00	416.65
Martell, Suzanne P	323.00	0.00	0.00
Martell, Yvonne C	21,457.02	0.00	263.50

Martin, Amy Hilferty	206.25	0.00	0.00
Marvin Smith, Jennifer	37,435.13	3,187.96	8,621.33
Mather, Shirley	23.75	0.00	0.00
Matousek, Vera M	8,597.59	0.00	81.50
Maxfield, Colby S	5,623.75	222.06	0.00
McGauley, Helen T	17.82	0.00	0.00
McGrath, James M	1,675.85	0.00	500.00
McGrath, Michael	934.80	0.00	0.00
McLoughlin, Frances	2,551.15	0.00	0.00
McMakin, Gary W	24,311.32	68.72	2,265.81
McMakin, James C	5,251.17	87.66	504.78
Meyers, Douglas V	29,553.04	5,143.14	10,145.40
Michalski, Pamila Ann	5,437.33	0.00	0.00
Mickle, Martin J	37,487.43	223.86	3,923.82
Mickle, Theodore F	47,729.91	8,414.17	10,469.24
Mickola, Kathryn	10.69	0.00	0.00
Miller, Jacqueline Anne	820.72	0.00	209.92
Miller, Leo	1,566.14	0.00	445.54
Morgan, Karen S	3,448.62	0.00	81.50
Mourton, Helen H	8,482.58	0.00	100.50
Mumford, Robert L	1,000.00	0.00	0.00
Murray, Thomas K	46,968.61	11,831.67	1,786.01
Napolitano, Maria I	20,565.22	4,930.56	866.81
Nault, Denis-Marc	27,056.10	1,110.72	1,812.06
Newton, Thomas	1,000.00	0.00	0.00
Nickerson, Marcia	1,985.23	0.00	0.00
Novotny, Benjamin	28,756.92	2,780.15	1,802.33
Oconnor, Karen C	35,143.75	0.00	716.30
Offt, Grace J	38,906.00	0.00	800.00
Olson, Glenn J	940.18	0.00	3,780.31
Owens, James E	1,391.35	0.00	65.01
O'Brien, John F	19.35	0.00	0.00
O'Brien, Marcia J	21.73	0.00	0.00
O'Neill, Carl L	108.32	0.00	0.00
Packett, James	44,364.00	0.00	1,516.30
Parker, Jeffrey E	353.15	0.00	500.00
Pearston, Patricia A	4,610.62	0.00	0.00
Persson, Claire	5.10	0.00	0.00
Peters, Jeffrey L	23,480.40	0.00	0.00
Petrick, Deborah C	56.00	0.00	0.00
Phillips, Rita L	19.35	0.00	0.00
Pierpont,Jonathan S	32,337.76	3,748.79	2,970.84
Pierpont, Robin	328.98	0.00	0.00
Piltzecker, William R	23,223.50	9,458.89	5,826.32
Plante, Joan M	27,754.77	0.00	0.00
Pombo, Jean M	267.00	0.00	0.00
Progner, Jean A	6,756.15	421.80	340.61
Puckett, Kathleen J	868.00	0.00	86.00
Reichers, Karen L	446.25	0.00	25.50
Relin, Mitchell G	41,851.28	0.00	0.00
Rew, Mary Teresa	10.69	0.00	0.00
Roderick, Kenneth John	30,648.93	2,083.54	8,022.26
Ross, Walter F	356.44	0.00	0.00
Ryan, George F	205.42	0.00	0.00
Sanderson, Susan M	6,277.28	0.00	0.00
Savin, Brian Lee	4,570.06	0.00	1,125.46

Schaus, Johnny N	27,755.12	0.00	0.00
Scrivani, Elizabeth A	82.29	0.00	0.00
Selden, Steven J	112.00	0.00	43.00
Shay, Daniel E	57,257.64	0.00	0.00
Shay, Stephanie S	1,458.00	0.00	168.00
Shepherd, Barbara J	25,153.71	1,941.42	636.04
Shirer, Lorna G	22,898.53	0.00	0.00
Shook, Fay Ann	53.23	0.00	0.00
Slack, David	481.84	0.00	0.00
Slater, Diana A	13,662.84	0.00	0.00
Smith, Bonnie L	28.00	0.00	0.00
Smith, Marilyn B	3,909.51	0.00	842.03
Sokoloff, Myka-Lynne	178.40	0.00	0.00
Sparrow, Donald B	1,000.00	0.00	0.00
Sprague, William	29,214.17	3,794.05	9,854.32
Stanfield, Nancy J	20,772.96	0.00	263.50
Stanfield, Peter W	0.00	0.00	209.92
Stathis, Peter	547.00	0.00	84.00
Stewart, Eric A	31,015.66	3,698.84	5,989.68
Stubbs, Lisa M	29,619.02	7,211.55	10,940.57
Stubbs, Michelle A	1,455.27	0.00	1,055.12
Sturm, Marjorie K	28.89	0.00	0.00
Sullivan, Laura	1,658.91	0.00	0.00
Sweetser, Barbara	34,239.92	2,041.26	390.46
Sylvia, Norman Alton Jr	33,347.08	3,097.46	9,590.51
Szedlak, Kimberly Ann	7,247.64	0.00	81.50
Szedlak, Sandra	16,576.85	0.00	81.50
Tavares, Jeffrey M Sr	51.90	0.00	0.00
Tavares, Judith L	86.50	0.00	41.67
Templeton, Marcia M	18,797.22	0.00	37.50
Terhune, Cornelia	3,591.04	0.00	0.00
Tilton, Gail	6,768.24	227.37	338.40
Troy, Stephanie H	7,542.95	0.00	87.55
Turner, Thelma	41.60	0.00	0.00
Underhill, Nancy J	2,592.86	0.00	703.32
Unger, John J	1,711.24	0.00	0.00
Vanderhoef, Sheila	49,999.95	0.00	0.00
Wallace, Judith E	152.06	0.00	0.00
Walsh, Donna M	38,368.00	0.00	0.00
Watson, Donald A	56,344.60	0.00	263.50
Wheaton, Muriel	98.95	0.00	0.00
Wingard,Robert J	168.00	0.00	0.00
Yakola, Coreen M	27,755.12	0.00	0.00
Yakola, Eric	35,276.06	0.00	0.00
Young, Matthew R	30,015.31	5,749.10	1,793.64
Zalesak, Joseph G	0.00	0.00	1,416.75
Zantow, Mary	86.00	0.00	0.00
Woodhull, William R	5,026.73	0.00	0.00
Finn, Paul	285.45	0.00	250.00
Pearl, Adam	56.00	0.00	0.00
Tighe, Kenneth	3,552.72	0.00	161.28
Antel, Dale R	1,283.00	0.00	33.20
Anderson, Robert A	56.00	0.00	0.00
Meany, Drucilla A	89.14	0.00	0.00
Ferro, Janet M	43.00	0.00	0.00
Gazzano, Laura J.	5,563.85	0.00	0.00

Stagg, Nancy E	1,364.06	0.00	0.00
Brady, Miriam J	4,095.50	0.00	0.00
Micks, Tami J	3,894.40	0.00	0.00
Scalley, Ann	10,795.94	0.00	0.00
Fee, Kathryn	5,436.00	0.00	0.00
Witherell, Margery R	224.00	0.00	0.00
Taylor, Tammy E	4,641.62	0.00	0.00
Conklin, Johnny	56.00	0.00	0.00
Hyora, Jennifer	56.00	0.00	0.00
Hanrihan, Carole C	2,042.46	0.00	0.00
Loranger, Eileen	6,489.50	0.00	0.00
Karwoski, John	56.00	0.00	0.00
Goemaat, Susanna L	9.50	0.00	0.00
Coffin, Joel	4,078.85	26.46	0.00
Ehrhart, Tamsyn L	392.00	0.00	308.70
Birchall, Joanne N	86.00	0.00	68.48
Taylor, Patti L	38.45	0.00	118.05
Graffigna, Mary C	43.00	0.00	0.00
Raymond, Debra M	56.00	0.00	0.00
Leonard, Jeanne M	532.00	0.00	0.00
Daigle, Richard A	3,527.51	0.00	0.00
Gwozdziewicz, Stefan J	3,311.70	33.93	0.00
Curtis, Henry M	100.00	0.00	0.00
Gardner, Natalie S	46.90	0.00	0.00
MacFarlane, William Malcolm	4.75	0.00	0.00
Hartering, Mary P	4.75	0.00	0.00
Hartering,James B	4.75	0.00	0.00
Conrad, Carol A	9.85	0.00	0.00
Conrad, Hawkins M	9.85	0.00	0.00
Abbott, Rosemary J	28.50	0.00	0.00
Shopland, Patricia P	56.00	0.00	0.00
Delmonte, Christopher D	4,273.78	412.02	625.00
Ringgold, Nicole A	3,314.75	48.36	793.75
Dirito, Anthony T Jr	3,431.41	0.00	678.40
Szucs, David A	2,340.48	0.00	0.00
Murphy-Sedgwick, Mary E	564.00	0.00	0.00
Torrisi, Michael T	1,646.75	0.00	569.42
D'agata, David J	1,610.00	0.00	0.00
Jonas, Kristin L	2,097.21	0.00	0.00
Rich, Erin M	1,873.02	0.00	0.00
Filliman, Christine A	1,787.16	0.00	0.00
Jaquith, Russell T	2,965.46	0.00	558.10
Torrisi, Thomas P	1,030.75	0.00	406.98
Doubleday, William	2,548.49	0.00	0.00
Rose, Jennifer W	3,783.75	0.00	0.00
Whalen, Tracy A	1,935.00	0.00	0.00
Delaney, Robert S	9,375.84	0.00	0.00
Macaulay, Susan	1,697.50	0.00	185.64
Baskin, Jeanne E	734.72	0.00	0.00
Beebe, Emily E H	12,001.39	0.00	0.00
Hall, Kimberly A	3,062.10	0.00	0.00
Ellis, Dolores A	7,736.25	0.00	0.00
Gardner, Renee B	9,257.60	0.00	0.00
Sullivan, Frances A	37.50	0.00	75.00
Deschamps, Kerry	2,954.04	0.00	0.00
Drosin, Eric Robert	534.24	0.00	0.00

Hanson, Scott E	269.70	0.00	83.33
Strathie, Michelle L	598.00	0.00	0.00
Brookhart, Larry R	883.00	0.00	1,727.63
Mccarthy, Mary E	10,490.10	0.00	0.00
Sandstrom, Ann	5,107.99	0.00	0.00
Hagopian, Berj N	280.00	0.00	0.00
Clowry, Suzanne K	336.00	0.00	0.00
Hemley, Freya	1,038.75	0.00	0.00
Hastings, Janet L	112.00	0.00	0.00
Thomas, Laurie E	112.00	0.00	0.00
Snure, Sheryle A	420.00	0.00	0.00
Burtt, Karyn L	56.00	0.00	0.00
Campbell, Alexandra	112.00	0.00	0.00
Pettengill, Peter A	134.40	0.00	0.00
Inger, Sharon S	394.00	0.00	43.00
Simkins, Timothy A	0.00	0.00	2,128.16
Petrick, Edward K	322.56	0.00	0.00
Swift, William E	5.10	0.00	0.00
Eagles, Helen F	22.95	0.00	0.00
Rozema,Judith L	112.00	0.00	0.00
McChesney, Priscilla P	112.00	0.00	0.00
	$3,513,699.30	$179,165.94	$280,430.61

TREASURER'S REPORT

GENERAL FUND AND SPECIAL REVENUE FUNDS
SCHEDULE OF TREASURER'S CASH
For The Year Ended June 30, 1993

Summary of Transactions

Balance, July 1, 1992	$1,006,577
Receipts	14,097,432
Disbursements	13,491,956
Balance, June 30, 1993	$1,612,053

Composition of Balance on June 30, 1993, by Bank

Cash-Non Interest Bearing	$53,885
Cash on Deposit: Interest Bearing	
Cape Cod Bank & Trust	$709,573

Boston Safe Deposit & Trust	440,845
Mass Municipal Depository Trust	199,632
Quincy Savings Bank	208,118
Total Interest Bearing	$1,558,168
Total Non-Trust Fund Cash	$1,612,053

Presentation of Cash by Fund

General Fund	$1,115,294
Special Revenue Funds	496,759
Total	$1,612,053

TREASURER'S REPORT — TRUST FUNDS

June 30, 1993

FUND NAME	EXPENDABLE	UNEX-PENDABLE	BALANCE 6-30-93
Timothy Smith Fund	15,649.34	50,000 00	65,649.34
Old Wind Grist Mill	179.19	5,000.00	5,179.19
'Original' Old Wind Grist Mill	69.82	500.00	569.82
Town Hall Fund	824.59	1,400.00	2,224.59
Town Hall Income Fund	10.38	-0-	10.38
World War I Memorial	1,948.39	268.38	2,216.77
Maurice Wiley Scholarship Fund	532.34	2,040.00	2,572.34
Mercy Mines Cemetery Fund	404.92	50.00	454.92
Frank 0. Daniels Cemetery Fund	7.84	50.00	57.84
Zara Higgins Cemetery Fund	313.32	-0-	313.32
Eastham Grange Educational Aid	6,278.18	-0-	6,278.18
Library Trustees Interest Acct	112.20	-0-	112.20
Library Trustees Memorial Fund	601.41	15,216.73	15,818.14
Eugene & Andrew Merrill Fund	155.19	500.00	655.19
Billings Fund	592.62	14,000.00	14,592.62
Thomas R. Cawley Mem. Fund	305.81	1,275.00	1,580.81
Gertrude D. Nason Mem. Fund	172.37	2,500.00	2,672.37
Gertrude P. Zollinger Mem. Fund	60.22	1,000.00	1,060.22
Robert W. Sparrow Mem. Fund	530.21	7,725.00	8,255.21
Capt. Cyrus H. Campbell Memorial	63.78	1,000.00	1,063.78
Vivian Andrist Memorial Fund	.08	1,000.00	1,000.08
Law Enforcement Trust	22,228.58	-0-	22,228.58
BCR Unfunded Liability	29,214.94	-0-	29,214.94
Stabilization Fund	164,337.32	-0-	164,337.32

SCHEDULE OF TAXES

FOR THE YEAR ENDED JUNE 30, 1993

	Uncollected Taxes June 30, 1992	Commitments	Abatements and Adjustments	Transfers to Tax Title	Collections Net of Refunds	Uncollected Taxes June 30, 1993
Real Estate						
1990 & Prior	$ 246	$ -	$ -	$ -	$ -	$ 246
1991	64,866	-	$ 58	36,944	27,167	697
1992	511,925	39,162	24,206	40,575	426,783	59,523
1993		7,883,176	80,705		7,491,420	311,051
Total	$577,037	$7,922,338	$104,969	$77,519	$7,945,370	$371,517
Personal Property						
1989 & Prior	$ 1,811	$ -		-	$ 27	$ 1,784
1990	1,859	98	98	-	338	1,521
1991	1,807	110	109	-	555	1,253
1992	21,451	1,302	4,670	-	13,760	4,323
1993	-	205,795	3,555	-	191,691	10,549
Total	$26,928	$207,305	$8,432	$ -	$206,371	$19,430
Motor Vehicle and Motor Boat Excise						
1989 & Prior	$13,428	$ 3	$ -	$ -	$ 1,648	$11,783
1990	5,734	804	-	-	1,991	4,547
1991	4,945	31,694	2,830	-	29,164	4,645
1992	53,207	142,703	12,952	-	177,958	5,000
1993	-	239,997	16,491	-	202,696	20,810
Total	$77,314	$415,201	$32,273	$ -	$413,457	$46,785

WATER RESOURCES ADVISORY COMMITTEE

The Water Resources Advisory Committee has continued to focus on ground water management objectives for the town which were outlined in the last annual report. In January the ground water management objectives were approved by the committee and were sent to the Local Comprehensive Planning Committee and to the Lower Cape Water Management Task Force. The committee continues to support the objective that the current system of on-site water supply wells and sewage disposal should be maintained as long as possible, however, prudence requires that the practicality and financial feasibility of both town-wide and limited public water supply and/or municipal sewage treatment systems should be explored.

Late last year discussions of regional ground water management issues were initiated on the lower cape. Early this year the committee and representatives from the lower cape towns of Eastham, Wellfleet, Truro, and Provincetown, from the Cape Cod National Seashore and from the Cape Cod Commission began monthly discussions of regional ground water management issues. Discussions revealed common objectives and led to the formation of the Lower Cape Water Management Task Force. The chairmen of the Eastham Board of Selectmen and of the Water Resources Advisory Committee represent Eastham with similar representation from other towns, the Seashore and the Commission.

Discussion of water management issues by the task force have led to a consensus that an objective assessment of the carrying capacity of the resource, in regards to quantity and quality are prerequisite to effective management. A Work Plan has been developed by the Task Force that has four components:

(a) Water Resources Limitation
(b) Water Quality Assessment
(c) Water Supply Management Planning
(d) Implementation of Management Alternatives in Local Comprehensive Policy Plan(s)

The Task Force has applied for a Cape Cod Commission Pilot Supplemental Grant for partial funding of the "Work Plan". The Local Comprehensive Planning Committees and Boards of Selectmen of the participating lower cape towns support this grant proposal.

Participation in joint meetings with the Eastham Board of Health, Conservation Commission and Water Resources Advisory Committee will continue during 1994 as well as our participation in Lower Cape Water Management Task Force activities.

Respectfully submitted,

Joseph F. Moran, Chairman
John E. Bebout
Francis A. Kosewski
Muriel Lightfoot
Nathan Anthony
Herbert E. Whitlock
Shirley Stafford

DEPARTMENT OF VETERANS SERVICES

The recession was a major factor in the amount of people who were aided by this office during the past year. We developed more then the usual amount of Federal cases in 1993 and I am pleased to report that our success rate with the Department Of Veterans Affairs was higher then it has been for a number of years.

The development of these cases has increased in time from the date of appli-

cation to a decision on compensation and pension awards is now about one hundred and eighty days.

We are unique on the Cape, having a large number of elder retired veterans who are in need of medical help. The waiting list for long term care is over a year in most cases and this creates a major problem.

I wish to thank the Town Accountant, Treasurer, Selectmen and Town Administrator for their cooperation throughout the year which is vital to allow my office to provide the professional services expected.

Yours in the service of Veterans

Norman E. Gill
Veterans Agent/Director Of Veterans' Services

ZONING BOARD OF APPEALS

The Zoning Board of Appeals had forty-seven applications for appeals, special permits, variances, or to appeal the building inspectors decision. In some cases all of the above were applied for in a single case. The cases were resolved as follows; thirty seven (37) were granted, seven (7) were denied, and three were withdrawn without prejudice.

I would like to thank the members of the board for the time and attention they have given to the town by serving on the board. They are; Leslie Ann Morse, Roger Thurston, Phil Livingston, Ed Stewart, Jim Cecil, and Niel Allen.

I also thank Maureen Chiarappo for the excellent work she did for the board, you will be missed.

Respectfully submitted,

Henry W. Taintor
Chairman Z. B. A.

REPORT OF THE TOWN CLERK
RECEIPTS FOR 1993

Dog Receipts	$2,240.00
Fees Retained by Town	506.25
Fish & Game Receipts	$1,313.80
Fees Retained by Town	32.30
Fees Turned in by Town Clerk for:	
Births, Deaths, Marriages, Licenses, Permits, Raffles, Lists, Fuel Oil Storage Registrations and Misc.	$3,965.49
Rental Registration	$11,835.00

BIRTHS DEATHS AND MARRIAGES RECORDED IN EASTHAM - 1993

Births	38
Deaths	51
Marriages	28

RESIGNATIONS

William Burt	Board of Health
Earl Wall	Board of Health
V. A. Perperian	Cape Cod Commission
Cynthia Baran	Health Agent
Jacquelin Duffek	Local Comprehensive Planning Committee
David Colton	Fire Department
Marion Brewer	Election Warden
James Badera	Local Comprehensive Planning Committee
Shawn Shea	Local Comprehensive Planning Committee
Thomas Benoit	Finance Committee
Molly Lovelock	Human Services Advisory Committee
Herbert Whitlock	Eastham Cultural Council
Edward Colby	Personnel Board
Brian Edmunds	Housing Authority
Denis Nault	Harbormaster

SPECIAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss.

To: Lt. Thomas Murray, Constable of the Town of Eastham, in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said town qualified to vote in the Elections and Town affairs to meet at the Nauset Regional High School Auditorium on Tuesday, the Nineteenth of January, Nineteen Hundred and Ninety-Three at Seven O'Clock in the evening, then and there to act on the following articles in the Warrant:

ARTICLE 1

To see if the Town will vote to authorize a sum of money for purchase of a new pumper tanker for the Fire Department; and further, to transfer and appropriate a sum of money from the Ambulance Receipts Reserved for Appropriation Account for the purpose of making the initial payment toward said pumper; and further, to transfer and appropriate a sum of money remaining from Special Town Meeting November 25, 1991, Article 8 and to transfer and appropriate from various exempt debt accounts, and/or to authorize the Treasurer to borrow a sum of money under the provisions of Chapter 44, Section 7 of the Massachusetts General Laws in order to provide for the remaining balance; or take any action relative thereto.

By Board of Selectmen

Sel. Rec. 4-0
FinCom Rec. 8-0

ARTICLE 2

To see if the Town will vote to transfer and appropriate a sum of money remaining from Special Town Meeting November 25, 1991, Article 8 to purchase a printer and computer to assist in ambulance billing activity; or take any action relative thereto.

By Board of Selectmen

Sel. Rec. 4-0
FinCom Rec. 6-0-1

ARTICLE 3

To see if the Town will vote to transfer and appropriate a sum of money from Town Accountant Salary Line Item, to the Zoning Board of Appeals Salary Line Item, for the purpose of funding clerical support for one day per week for the remainder of the fiscal year; or take any action relative thereto.

By Zoning Board of Appeals

Sel. Rec. 4-0
Fincom Rec. 8-0

ARTICLE 4

To see if the Town will vote to transfer and appropriate a sum of money from Town Accountant Salary Line Item, to fund the upgrade of the computer system in the Collector/Treasurer's office; or take any action relative thereto.

By Board of Selectmen

Sel. Rec.4-0
FinCom. Rec

ARTICLE 5

To see if the Town will vote to rescind the vote on Article 15, of the Annual Town Meeting March 8, 1967 creating the "Beach Fund Account Reserved for Appropriation" and permit beach revenues in that fund to be transferred to the general fund and beach fees and revenues to be under the control of the Board of Selectmen as a general revenue; or take any action relative thereto.

By Board of Selectmen

Sel. Rec. 4-0
FinCom. Rec. 8-0

ARTICLE 6

To see if the Town will vote to amend Section 9-5-5 of the Eastham Town Charter by striking the last sentence which reads "No member of the Finance Committee shall hold another town office"; or take any action relative thereto.

By Board of Selectmen

Sel Rec. 4-0
FinCom. Rec. 6-0-2

ARTICLE 7

To see if the Town will vote to authorize the Board of Selectmen to permit the construction of "The Children's Place", and support services and infrastructure as outlined in the M.S.C. Grant application funded January 1, 1993, (on no more than one and seven tenths (1.7) acres, exclusive of the access roads which must be located and built in consideration of the long term use of the remainder of the property for a school site) of the Town owned land between Nauset Road and Schoolhouse Road set aside at the May 2, 1988 Annual Town Meeting, (Article 10) for school use; or take any action relative thereto.

By Board of Selectmen

Sel. Rec. 3-0-1
FinCom. Rec. 7-0-1

ARTICLE 8

To see if the Town will vote to permit the School Committee to authorize the construction of a "Children's Center" on a parcel of Town owned land between Nauset Road and Schoolhouse Road previously set aside for future school use, on the condition that such construction shall in no way impair the School Committee's ability to use the property for future school construction; or take any action relative thereto.

By Eastham School Committee

Sel. Rec. 0-4
Fin Com. Rec 0-5-3

ARTICLE 9

To see if the Town will vote to transfer from the Town Accountant Salary Line Item, to the Planning Board Expense Line Item, a sum of money to fund Eastham's share of the cost of the Town Planner's adjusted assessment for July 1, 1991, to 30 June 1992; or take any action relative thereto.

By Board of Selectmen

Sel. Rec. 4-0
FinCom. Rec. 2-4-2

You are directed to serve this warrant by posting attested copies thereof at the Post Office in Eastham and the Post Office in North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this Fourth day of January in the year of our Lord, One Thousand Nine Hundred and Ninety-three.

Donald B. Sparrow, Chairman
Kenelm N. Collins,
Thomas L. Newton
BOARD OF SELECTMEN

David B. Humphrey,
Robert L. Mumford,

Lillian L. Lamperti, Town Clerk

These posted attached copies as required.
Lt.Thomas Murray, Constable

SPECIAL TOWN MEETING MINUTES
January 19, 1993

Pursuant to the provisions of the foregoing warrant the voters assembled at the Nauset Regional High School Auditorium and the Moderator called the meeting to order at 7:05 p.m. there being a quorum of 163 voters present.

Tellers sworn to the faithful performance of their duties were, James Owens, Robert Olsen and Bernard Kaplan.

Article 1

Upon motion duly made and seconded by the Board of Selectmen, it was voted to transfer and appropriate funds as follows:

To appropriate the sum of $158,000.00 toward purchase and equiping new pumper tanker for Fire Department.	$158,000.00
Transfer from 11/25/91 STM Article #8	3,630.87
Appropriate from Exempt Debt Accounts	
Elementary School Building Construction	457.33
Lamont Smith Land Purchase	26,311.89
Horton Land Purchase	72,025.00
Police Building Construction	864.65
Highway Garage Building Construction	1,234.79
and to borrow under Chapter 44, Section 7 (3 yr. span)	53,475.47

Passed by Unanimous voice vote

Article 2

Upon motion duly made and seconded by the Board of Selectmen, it was

voted to transfer and appropriate $1,500.00 from the November 25, 1991 STM Article #8, for the purchase of a computer and printer for the Fire Department to assist in record keeping and ambulance billing activity.

Passed by Majority voice vote

Article 3

Upon motion duly made and seconded by the Board of Selectmen, it was voted to transfer and appropriate $1,081.92 from the May 1992; ATM Article 12, Town Accountant Salary Line Item, to the Zoning Board of Appeals Salary Line Item, for the purpose of funding clerical assistance for the remainder of the fiscal year.

Passed by Unanimous voice vote

Article 4

Upon motion duly made and seconded by the Board of Selectmen, it was voted to transfer and appropriate $3,070.00 from the May 1992, ATM Article 12, Town Accountant Salary Line Item, for the purpose of repairing and upgrading the computer system in the Tresurer Collector's Office.

Passed by Unanimous voice vote

Article 5

Upon motion duly made and seconded by the Board of Selectmen, it was voted not to rescind the vote on Article 15, of the Annual Town Meeting of March 8, 1967 creating the "Beach Fund Account Reserved for Appropriation" and permit beach revenues in that fund to be transferred to the general fund and beach fees and revenues to be under the control of the Board of Selectmen as a general revenue

By Majority voice vote

Article 6

Upon motion duly made and seconded by the Board of Selectmen, it was voted to amend Section 9-5-5 of the Eastham Town Charter by striking the last sentence which reads "No member of the Finance Committee shall hold another town office."

Passed by Majority voice vote

Article 7

Upon motion duly made and seconded by the Board of Selectmen, it was voted to authorize the Board of Selectmen to permit the construction of "The Children's Place", and support services and infrastructure as outlined in the M S C. Grant application funded January 1, 1993, (on no more than one and seven tenths (1.7) acres, exclusive of the access roads which must be located and built in consideration of the long term use of the remainder of the property for a school site) of the Town owned land between Nauset Road and Schoolhouse Road set aside at the May 2, 1988 Annual Town Meeting, (Article 10) for school use.

Passed by Unanimous voice vote

Article 8

Upon motion duly made and seconded by the Board of Selectmen, it was voted to Indefinitely Postpone action on this article.

By Unanimous voice vote

There being no other business to come before the Town, the Board of Selectmen made and seconded a motion to dissolve the Special Town Meeting at 8:40 p.m. There were 249 persons present at the close. The Moderator, Henry Curtis, called the meeting dissolved.

The reading of the minutes was omitted without objection.

A True Copy Attest:
Lillian Lamperti, Town Clerk

GIRL SCOUT LEADER'S DAY

WHEREAS, Girl Scouts across the nation will observe the twelfth annual Girl Scout Leader's Day on April 22, 1993; and

WHEREAS, Girl Scout leaders have served as valuable role models for more than 50 million girls since Girl Scouting began in 1912; and

WHEREAS, Girl Scout leaders provide an all-girl setting where girls can enjoy leadership experiences that will enhance their lives so that they can contribute to society now and in the future; and

WHEREAS, Girl Scout leaders provide a setting where girls can build self-esteem, learn life skills and form lifelong friendships; and

WHEREAS, the Girl Scout leaders of our community have done exemplary work and provided an invaluable service,

NOW THEREFORE, we hereby proclaim April 22, 1993, as Girl Scout Leader's Day.

We do further call upon all citizens to join us in honoring Girl Scout leaders and lending continued support and cooperation to all Girl Scouts.

Donald B. Sparrow, Chairman
Kenelm N. Collins
Thomas L. Newton
David B. Humphrey
Robert L. Mumford

Board of Selectmen

ANNUAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss.

To: Either of the Constables of the Town of Eastham in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium on Monday, the Third of May, Nineteen Hundred and Ninety Three at Seven O'clock in the

evening, then and there to act on the following articles in this Warrant and to meet in the Town Hall at 10:00 a.m. on Tuesday, the Eighteenth day of May next, then and there to elect the following Town Officers, and act on the following questions:

Moderator (One Year Term)
Selectman (Three Year Term; Vote for Two)
Elem. School Committee (Three Year Term; Vote for Two)
Library Trustee (Three Year Term)
Housing Authority (Five Year Term)
Town Clerk (Three Year Term)
Treasurer/Collector (Three Year Term)
Ouestion 1, Question 2, Question 3, Question 4 (attached)

POLLS TO OPEN AT 10:00 A.M. AND CLOSE AT 7:00 P.M.

ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds $693.00 for Greenhead Fly Control as authorized by Section 24, Chapter 252 of the General Laws, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN:
FINANCE COMMITTEE: 8-0

ARTICLE 2

To see if the Town will vote to accept an Equal Educational Opportunity Grant to the Nauset Regional School Committee for Fiscal Year 1994 for a sum of money under the provisions of Section 5 of Chapter 70A of the General Laws, as inserted by Section 12 of Chapter 188 of the Acts of 1985; or take any other action relative thereto.

By Nauset Regional School Committee

BOARD OF SELECTMEN:
FINANCE COMMITTEE: 8-0

Question 1.

Shall the Town of Eastham be allowed to assess additional $20,124.00 in real estate and personal property taxes for the purpose of funding Eastham's share of architectural and engineering plans for remodeling and making extraordinary repairs to the Nauset Regional High School as well as constructing and originally equipping an addition for the fiscal year beginning July first nineteen hundred and ninety-three?

Yes No

Question 2.

Shall the Town of Eastham be allowed to assess an additional $80,339.53 in real estate and personal property taxes for the purpose of funding an amount additional to that under Article 12, May 1993 Annual Town Meeting for the Nauset Regional School District Operating Assessment request for the fiscal year beginning July first nineteen hundred and ninety-three?

Yes No

Question 3.

Shall the Town of Eastham be allowed to assess an additional $41,016.43 in real estate and personal property taxes for the purpose of funding an amount additional to that under Article 12, May 1993 Annual Town Meeting for the Eastham Elementary School Operating budget for the fiscal year beginning July first nineteen hundred and ninety-three?

Yes No

Question 4.

Shall the Town of Eastham be allowed to assess an additional $15,000.00 in real estate and personal property taxes for the purpose of funding preliminary design services for an addition to the Eastham Elementary School for the fiscal year beginning July first nineteen hundred and ninety-three?

Yes No

ARTICLE 3

To see if the Town will vote to assume liability in the manner provided by Section 29 of Chapter 91 of the General Laws, as most recently amended, for all damages to property by reason of any taking of land or, of any right, interest or easement within the Town, made by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshores and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefor to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 8-0

ARTICLE 4

To see if the Town will vote to accept a sum of money from the Commonwealth of Massachusetts under Chapter 33, Acts of 1991, Transportation Bond Issue, for maintenance, repair and construction of primary roads; said funds to be available in Fiscal Year 1994, subject to approval by the legislature; or take any action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 8-0

ARTICLE 5

To see in what manner the Town will vote to dispose of the sum of $1,549.74 of the refunded dog tax; or take any action relative thereto.

By Library Trustees

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 7-0-1

ARTICLE 6

To see if the Town will vote to transfer and appropriate the sum of $2,837.33 received from the Commonwealth of Massachusetts, Board of Library Commissioners for the use of the Eastham Public Library to be available to the Trustees for the

purchase of services, books, supplies and other expenditures relative to FY94 library expenses in conformance with the provisions of Section I9A and I9B, Chapter 78 of the General Laws of the Commonwealth of Massachusetts; or take any action relative thereto.

By Library Trustees

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 7-0-1

ARTICLE 7

To see if the Town will vote to accept as a gift, the sum of $1,000.00 to establish a permanent memorial fund in the memory of Vivian Andrist, and further that the Trustees of the Eastham Library be designated as the Trustees of said fund and that the income from the fund be available for expenditure for the purpose of purchasing materials for the Genealogy Room of the Eastham Public Library; that the principal will not be used, spent or depleted without first seeking and obtaining authorization from Town Meeting; and that the control and direction of interest and income of the fund be given to the Trustees of the Eastham Library; and that the Town direction of interest and income of the fund be given to the Trustees of the Eastham Library, and that the Town Treasurer be authorized to receive and reserve said funds at the direction of the Trustees; or to take any action relative thereto.

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 7-0-1

ARTICLE 8

To see if the Town will vote to amend the present By-Laws entitled "Vehicle on Beaches," Section 3 by deleting the date "June 30,1993", and inserting in place thereof the date "June 30, 1994", or take any action relative thereto.

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 8-0

ARTICLE 9

To see if the Town will vote to authorize the Board of Selectmen to issue non-transferrable seasonal vehicle identification stickers for use at parking lots on certain Town-owned lands, as specified by the Board of Selectmen, such stickers to be issued to the taxpayers of the Town at no cost to them, to their guests at a cost of $20.00 for one week, $30.00 for two weeks, $50.00 for the season, and all others at a cost of $5.00 per day, which if purchased on Sunday will apply toward any of the above, and violations of the sticker requirements to be charged $5.00 per day, for each violation; and transfer and appropriate a sum of money from the Beach Fund Account for the Fiscal Year 1993 for the purpose of purchasing stickers, providing clerical hire, information, maintenance, and policing the specified Town-owned lands; and that all monies received from said stickers shall go into a fund known as the Beach Fund Account, said fund to be reserved for future appropriation for beach expenses and maintenance; or take any action relative thereto.

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: At Town Meeting

ARTICLE 10

To see if the Town will vote to transfer and appropriate from the Stabilization Fund, the sum of $50,000.00 for the purpose of funding the development of a Com-

prehensive Site Assessment Report and a Landfill Closure Plan; or take any action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 7-1-0

ARTICLE 11

To see if the Town will vote to transfer and appropriate from the Stabilization Fund, $10,000.00 for the purpose of funding a Household Hazardous Waste Collection Day; or take any action relative thereto.

By Board of Health and Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-0

ARTICLE 12

To act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer and appropriate from the Ambulance Receipts Reserved for Appropriation, Barnstable County Unfunded Pension Liability, the Fund Balance for Abatements and Exemptions Surplus, the Stabilization Fund, the Windmill Receipts Reserved for Appropriation and from other available funds and accounts, the sum of $9,150,061.48, for the same; or take any action relative thereto.

Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: Votes by Line Item

ARTICLE 13

To see if the Town will vote to fix the salary and compensation of all elective officials of the Town as provided by Section 108, Chapter 41, General Laws as amended, and to raise and appropriate or transfer from available funds sums of money for salaries; or take any action relative thereto.

Moderator	100.00
Town Clerk	27,939.00
Town Treasurer/Tax Collector	30,182.00
Selectmen (5) 1,000.00 each	5,000.00
Total	$63,221.00

By Elected Officials

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-0

Item		Approved 1993	Selectmen Request 1994	Increase Decrease ( ) 1993-1994	Finance Committee Recommenda-tion	Vote	%Age Increase
1	Selectmen/Tn Administrator Office Salary	$67,665.41	$83,093.12	$15,427.71	$83,093.12	6-0-0	22.80%
2	Selectmen/town Administrator Expense	10,050.00	11,200.00	1,150.00	11,200.00	6-0-0	11.44%
3	Finance Committee Expense	109.00	95.00	(14.00)	95.00	6-0-0	-12.84%
4	Reserve Fund	50,000.00	50,000.00	0.00	50,000.00	6-0-0	0.00%
5	Elections & Registration Salary	13,353.64	13,000.00	(353.64)	13,000.00	6-0-0	-2.65%
6	Elections & Registration Expense	2,586.50	2,799.83	213.33	2,799.83	6-0-0	8.25%
7	Town Report Expense	4,040.00	4,500.00	460.00	4,500.00	6-0-0	11.39%
8	Town Accountant Office Salary	71,613.81	67,741.97	(3,871.84)	67,741.97	6-0-0	-5.41%
9	Town Accountant Expense	11,435.60	12,910.00	1,474.40	12,910.00	6-0-0	12.89%
10	Assessor Office Salary	62,608.42	58,938.57	(3,669.85)	58,938.57	6-0-0	-5.86%
11	Assessor Expense	10,448.00	10,924.00	476.00	10,924.00	6-0-0	4.56%
12	Professional Appraisal	4,000.00	4,500.00	500.00	4,500.00	6-0-0	12.50%
13	Treasurer/Collector Office Salary	28,635.54	28,969.41	333.87	28,969.41	6-0-0	1.17%
14	Treasurer/Collector Expense	7,044.50	9,013.10	1,968.60	9,013.10	5-0-0	27.95%
15	Tax Title Expense	18,000.00	15,000.00	(3,000.00)	15,000.00	6-0-0	-16.67%
16	Town Clerk Office Salary	7,795.32	8,100.60	306.28	8,101.60	5-0-1	3.93%
17	Town Clerk Expense	1,345.08	2,683.13	1,338.05	2,683.13	5-0-1	99.48%
18	Legal Services Expense	$36,000.00	$40,000.00	$4,000.00	$40,000.00	6-0-0	11.11%
19	Personnel Board Expense	203.50	$125.00	($78.50)	$125.00	6-0-0	-38.57%
20	Data Processing Expense	1,100.00	$4,625.00	$3,525.00	$4,625.00	6-0-0	320.45%

Item		Approved 1993	Selectmen Request 1994	Increase Decrease ( ) 1993-1994	Finance Committee Recommenda-tion	Vote	%Age Increase
21	Zoning Board Of Appeals Salary	1,133.60	0.00	(1,133.60)	0.00	6-0-0	-100.00%
22	Zoning Board Of Appeals Expense	2,047.50	1,745.00	(302.50)	1,745.00	6-0-0	-14.77%
23	Planning Board Expense	18,650.00	19,461.48	811.48	19,461.48	6-0-0	4.35%
24	Town Hall Expense	23,171.70	25,612.00	2,440.30	25,612.00	6-0-0	10.53%
25	Bulk Fuel Oil Expense	52,000.00	52,000.00	0.00	52,000.00	5-0-0	0.00%
26	Town Insurance - Unemployment Expense	11,000.00	8,000.00	(3,000.00)	8,000.00	6-0-0	-27.27%
27	Town Insurance - Employee Expense	400,000.00	430,000.00	20,000.00	420,000.00	6-0-0	5.00%
28	Town Insurance - Town Protection	202,298.6	220,329.00	18,030.40	220,329.00	6-0-0	8.91%
		$1,118,335.72	1,175,367.21	$57,031.49	$1,175,367.21		
29	Police Salary	689,508.68	668,153.83	(21,354.85)	668,153.83	5-0-0	-3.10%
30	Police Expense	76,340.00	72,789.04	(3,550.96)	72,789.04	5-0-0	-4.65%
31	Dispatching Salary	155,172.70	148,781.79	(6,390.91)	148,781.79	5-0-0	-4.12%
32	Fire Salary	533,309.46	$579,656.13	(3653.33)	579,656 .13	5-0-0	-0.63%
33	Fire Expense	$42,356.00	$48,584.78	6,228.78	48,584.78	5-0-0	14.71%
34	Harbors & Landings Salary	$1,560.99	$1,560.99	0.00	1,560.99	5-0-0	0.00%
35	Harbors & Landings Expense	$1,115.00	$1,410.00	295.00	1,410.00	5-0-0	26.46%
36	Building Inspection Salary	$41,174.02	$40,183.81	($990.21)	$40,183.81	5-0-0	-2.40%
37	Building Inspection Expense	$6,088.25	$7,463.35	$1,375.10	$7,463.35	5-0-0	22.59%
38	Gas/Plumbing Inspection Expense	11,700.00	11,700.00	0.00	11,700.00	5-0-0	0.00%

Item		Approved 1993	Selectmen Request 1994	Increase Decrease ( ) 1993-1994	Finance Committee Recommenda-tion	Vote	%Age Increase
39	Wire Inspection Expense	11,700.00	12,700.00	1,000.00	12,700.00	5-0-0	8.55%
40	Civil Defense Salary	215.83	0.00	(215.83)	0.00	5-0-0	-100.00%
41	Civil Defense Expense	112.50	452.50	340.00	452.50	5-0-0	302.22%
42	Civil Defense Generator	202.50	0.00	(202.50)	0.00	5-0-0	-100.00%
43	Bulk Gasoline Expense	45,000.00	See Item #25	(45,000.00)	See Item #25		-100.00%
		$1,665,555.93	$1,593,436.22	(72,119.71)	$1,593,436.22		
44	Elementary School Operations	1,503,998.60	1,546,723.57*	37,724.97	1,546,723.57	Tn. Mtg.	2.50%
45	Elem Sch Out Of State Travel	119.00	119.00	0.00	119.00	Tn. Mtg.	0.00%
46	Nauset Region Capital Assessment	410,058.78	163,301.12	(246,767.66)	163,301.12	Tn. Mtg.	-60.18%
47	Capital Improvement Assessment	4,596.36	3,492.63	(1,103.73)	3,492.63	Tn. Mtg.	-24.01%
48	Nauset Region Operating Assessment	1,576,054.92	1,615,456.29*	39,401.37	1,615,456.29	Tn. Mtg.	2.50%
49	Cape Cod Regional Technical School	129,516.00	100,563.00	(28,953.00)	100,563.00	Tn. Mtg.	-22.35%
		$3,629,353.66	3,429,655.61	($199,698.05)	$3,429,655.61		

* Departmental request exceeds Selectmen and Finance Committee recommendations:

Elementary School Operations requested $1,587,740.00: extra $40,016.43 to be funded via an override.

Nauset Regional Operating Assessment requested $1,695,795.82: extra $80,339.53.

50	General Maintenance Salary	$180,071.11	$159,070.45	($21,000.66)	159,070.45	6-0-0	-11.66%

Item		Approved 1993	Selectmen Request 1994	Increase Decrease ( ) 1993-1994	Finance Committee Recommenda-tion	Vote	%Age Increase
51	General Maintenance Expense	63,766.00	86,976.00	23,210.00	86,976.00	6-0-0	36.40%
52	Public Works/Nat. Resources Facility	19,750.00	19,925.00	175.00	19,925.00	6-0-0	0.89%
53	Snow & Sanding Salary	16,255.20	16,500.20	245.00	16,500.20	6-0-0	1.51%
54	Snow & Sanding Expense	8,675.00	8,430.00	(245.00)	8,430.00	6-0-0	-2.82%
55	Street Lighting Expense	5,100.00	5,400.00	300.00	5,400.00	6-0-0	5.88%
56	Engineering Services Expenses	1,170.00	2,000.00	830.00	2,000.00	6-0-0	70.94%
		$294,787.31	$298,301.65	$3,514.34	$298,301.65		
57	Sanitary Landfill Salary	70,248.90	74,369.12	4,120.22	74,369.12	6-0-0	5.87%
58	Sanitary Landfill Expense	230,927.36	207,175.32	(23,752.04)	207,175.32	6-0-0	-10.29%
59	Drainage Expense	12,750.00	See Gen. Mnt.	(12,750.00)	SeeGen.Mnt.		
		$313,926.26	$281,544.44	($32,381.82)	$281,544.44		
60	Natural Resources Salary	112,163.78	115,039.90	2,926.12	115,089.90	6-0-0	2.61%
61	Natural Resources Expense	15,310.00	13,825.00	(1,485.00)	13,825.00	6-0-0	-9.70%
62	Conservation Commission Salary	7,553.04	7,778.20	225.16	7,778.20	6-0-0	2.98%
63	Conservation Commission Expense	1,205.00	1,060.00	(145.00)	1,060.00	6-0-0	-12.03%
64	Water Resources Study Comm. Exp.	76.00	75.00	(1.00)	75.00	6-0-0	-1.32%
		$136,307.82	$137,828.10	$ 1,520.28	$137,828.10		

Item		Approved 1993	Selectmen Request 1994	Increase Decrease ( ) 1993-1994	Finance Committee Recommenda-tion	Vote	%Age Increase
65	Town Nurse Services	11,470.00	11,470.00	0.00	11,470.00	7-0-1	0.00%
66	Inspection Of Animals Expense	100.00	100.00	0.00	100.00	5-0-0	0.00%
67	Human Services	29,240.00	29,250.00	10.00	29,250.00	4-1-3	0.03%
68	Public Health Salary	40,677.88	39,602.18	(1,075.70)	39,602.18	8-0-0	-2.64%
69	Public Health Expense	4,575.00	5,628.00	1,053.00	5,628.00	8-0-0	23.02%
70	Dutch Elm Disease Expense	200.00	200.00	0.00	200.00	5-0-0	0.00%
71	Insect/Pest/Poison Ivy Control	10.00	10.00	0.00	10.00	5-0-0	0.00%
72	Tree Warden Expense	450.00	450.00	0.00	450.00	5-0-0	0.00%
73	Council On Aging Salary	60,370.57	60,500.25	129.68	60,500.25	5-0-0	O.21%
74	Council On Aging Expense	12,735.00	20,330.00	7,595.00	20,330.00	5-0-0	59.64%
75	COA Adult Day Program Salary	44,259.93	40,567.65	(3692.28)	40,567.65	5-0-0	-8.34%
76	COA Adult Day Program Expense	6,075.00	8,382.00	2,307.00	8,382.00	5-0-0	37.98%
		$210,163.38	$216,490.08	$6,326.70	$216,490.08		
77	Veterans' Services - Expense	7,817.00	7,817.00	0.00	7,817.00	5-0-0	0.00%
78	Veterans' Services - Benefits	8,000.00	8,000.00	0.00	8,000.00	5-0-0	0.00%
		$15,817.00	$15,817.00	$0.00	$15,817.00		
79	Veterans' Grave Officer	$75.00	$75.00	$0.00	$75.00	5-0-0	0.00%

Item		Approved 1993	Selectmen Request 1994	Increase Decrease ( ) 1993-1994	Finance Committee Recommenda-tion	Vote	%Age Increase
80	Old Cemeteries Expense	1.00	1.00	0.00	1.00	5-0-0	0.00%
		$76.00	$76.00	$0.00	$76.00		
95	Library Salary	63,397.83	62,488.42	(909.41)	62,488.42	5-0-0	-1.43%
96	Library Expense	37,196.32	40,620.58	3,424.26	40,620.58	5-0-0	9.21%
		$100,594.15	$103,109.00	$2,514.85	$103,109.00		
97	Recreation Commission Salary	11,908.90	11,547.36	(361.54)	11,547.36	5-0-0	-3.04%
98	Recreation Commission Expense	8,874.28	8,629.12	(245.16)	8,629.12	5-0-0	-2.76%
99	Information Booth Expense	690.00	690.00	0.00	690.00	5-0-0	0.00%
100	Olde Mill Salary	3,021.38	3,021.38	0.00	3,021.38	5-0-0	0.00%
		$24,494.56	$23,887.86	($606.70)	$23,887.86		
101	Certification Of Notes	200.00	200.00	0.00	200.00	5-0-0	0.00%
102	Interest Expense	535,987.50	442,465.00	(93,522.50)	442,465.00	5-0-0	-17.45%
103	Bank Financing Charges	4,500.00	4,500.00	0.00	4,500.00	5-0-3	0.00%
		$540,687.50	$447,165.00	($93,522.50)	$447,165.00		
104	Department Equipment Loan	15,000.00	15,000.00	0.00	15,000.00	5-0-0	0.00%
105	School Building Bond Payment	400,000.00	400,000.00	0.00	400,000.00	5-0-0	0.00%

Item	Approved 1993	Selectmen Request 1994	Increase Decrease ( ) 1993-1994	Finance Committee Recommenda-tion	Vote	%Age Increase
106 Library Building Bond Payment	70,400.00	68,200.00	(2,200.00)	68,200.00	5-0-0	-3.13%
107 Police Station Construction Bond	155,000.00	155,000.00	0.00	155,000.00	5-0-0	0.00%
108 Lamont Smith Land Purchase Bond	89,600.00	86,800.00	(2,800.00)	86,800.00	5-0-0	-3.13%
109 Property Bond Payment	200,000.00	200,000.00	0.00	200,00.00	5-0-0	
110 Highway Facility Construction Bond	80,000.00	80,000.00	0.00	80,000.00	5-0-0	0.00%
111 Transfer Station Construction Bond	30,000.00	30,000.00	0.00	30,000.00	5-0-0	0.00%
112 Septage Treatment Facility Bond Anticipate	70,000.00	70,000.00	0.00	70,000.00	5-0-0	0.00%
113 Compactors/Trailers Loan Payment	55,000.00	50,000.00	(5,000.00)	50,000.00	5-0-0	-9.09%
	$1,165,000.00	$1,155,000.00	($10,000.00)	$1,155,000.00		
114 Barnstable County Retirement Assessment	258,413.00	272,383.31	13,970.31	272,383.31	5-0-0	5.41%
	$258,413.00	$272,383.31	$13,970.31	$272,383.31		
Grand Total	$9,473,512.29	$9,150,061.48	($323,450.81)	$9,150,061.48		

(16,306.81)	Transfers to Article 12-$15,000 Ambulance to Fire Exp/$1,306.81 Windmill Receipts
80,339.53	Nauset Reg. Operating Assessment (Subj. to Prop.2 1/2
40,016.43	Eastham Elem. Operating Assessment (Subj. to Prop.2 1/2
(28,570.38)	BCR Assmts from Unfunded BCR Liab. Fund

Item	Approved 1993	Selectmen Request 1994	Increase Decrease ( ) 1993-1994	Finance Committee Recommenda-tion	Vote	%Age Increase
		63,221.00	Elected Officials			
		693.00	Greenhead Fly			
		60,000.00	Stabilization Fund			
		$9,349,454.25				

ARTICLE 14

To see if the Town will vote to raise and appropriate $57,000.00 for the purpose of making the following capital purchases, repairs or installations:

$19,000	One (1) 4X4 pick up for the Natural Resources Department
8,000	One (1) Sander for the DPW
21,700	One (1) One Ton Dump Truck for the DPW
3,300	Repairs to the Fire Station
5,000	Installation of underground water storage tanks

Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: At Town Meeting

ARTICLE 15

To see if the Town will vote to raise and appropriate or transfer and appropriate from available funds a sum of money to fund a collective bargaining agreement costs for the contract between the Town of Eastham and the International Brotherhood of Police Officers Local 368; or take any action relative therto.

By Board of Selectmen

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: At Town Meeting

ARTICLE 16

To see if the Town will vote to amend the Town of Eastham Compensation Plan and Personnel By-Law by deleting Section XII Appendix A, B-I, B-2, C, and D in its entirety and substituting therefore as printed below, and further to raise and appropriate or transfer from available funds the sum of $54,685.74 for the purpose of funding salary and wage increases for non-union full time, and part time positions and further said funds to be apportioned to departmental salary line items.

By Personnel Board
BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: At Town Meeting

SECTION XII

APPENDIX A

Full Time Exempt Positions, Titles, Weekly Hours and Annual Compensation Plan

POSITION TITLE	SCHEDULED HRS	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
Town Accountant	35	33,562.12	35,240.23	37,002.24	38,852.35	40,794.97
Police Chief	40					40,694.52
Fire Chief	40	33,479.48	35,153.46	36,911.13	38,756.69	40,694.52
Supt. Public Works	40	31,171.39	32,729.96	34,366.46	36,084.78	37,889.02
Nat'l Resource Officer	40	30,155.63	31,663.41	33,246.58	34,908.91	36,654.36
Bldg. Inspector	40	27,773.67	29,162.35	30,620.47	32,151.49	33.759.06

Asst. Tax Assessor	35	25,631.75	26,913.34	28,259.01	29,671.96	31,156.56
Health Agent	40	25,400.64	26,670.67	28,004.20	29,404.41	30,874.63
Librarian	35	23,218.55	24,379.48	25,598.45	26,878.37	28,222.29
Director - COA	35	23,218.55	24,379.48	25,598.45	26,878.37	28,222.29
Town Planner	35					

APPENDIX A – 1

Full Time Non-exempt Positions, Titles, Weekly Hours, And Hourly Compensation Plan

POSITION TITLE	SCHEDULED HRS	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
Police Lieutenant	42					36,694.52
Police Sergeant	42				32,344.52	33,694.52
Police Patrolman						31,494.52

Note: Police Patrolman salary subject to contract negotiations in progress.

Police Operations Supervisor	40	22,155.14	23,262.90	24,426.05	25,647.35	26,929.94
		10.65	11.18	11.74	12.33	12.94
Dispatcher, Police	40	20,770.43	21,808.95	22,899.40	24,044.37	25,246.59
		9.99	10.48	11.01	11.56	12.14
Tax Assessors Clerk	35	20,141.06	21,148.11	22,205.52	23,315.80	24,481.59
		11.06	11.62	12.20	12.81	13.45
Ass't. Town Accountant	35	19,981.22	20,980.28	22,029.29	23,130.75	24,287.29
		10.98	11.53	12.10	12.71	13.34
Ass't Treasurer/Deputy Tax Collector	35	19,981.22	20,980.28	22,029.29	23,130.75	24,287.29
		10.98	11.52	12.10	12.71	13.34
Day Center Program Director - C.O.A.	40	19,735.20	20,721.96	21,758.06	22,845.96	23,988.26
		9.49	9.96	10.46	10.98	11.53
Secretary	35	19,656.44	20,639.26	21,671.22	22,754.78	23,892.52
		10.80	11.34	11.90	12.50	13.12
Ass't Librarian	35	19,419.09	20,390.04	21,409.54	22,480.02	23,604.02
		10.67	11.20	11.76	12.35	12.97
Clerk - C.O.A.	35	17,496.92	18,371.77	19,290.36	20,254.88	21,267.62
		9.61	10.09	10.60	11.13	11.69
Custodian	35	17,233.77	18,095.46	19,000.23	19,950.24	20,947.75
		9.47	9.94	10.44	10.96	11.51
Ass't Tax Assessors Clerk	35	16,037.77	16,839.66	17,681.64	18,565.72	19,494.01
		8.81	9.25	9.71	10.20	10.71
General Clerk	35	14,832.73	15,574.37	16,353.09	17,170.74	18,029.28
		8.15	8.56	8.99	9.43	9.91
Community Outreach Liaison - C.O.A	35	13,923.07	14,619.22	15,350.18	16,117.69	16,923.57
		7.65	8.03	8.43	8.86	9.30

APPENDIX B – 1

Part-time Non-exempt Positions, Titles And Hourly Compensation Plan

POSITION TITLES	MINIMUM 1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM STEP
Ass't. Tax Assessors Clerk	7.54	7.84	8.15	8.48	8.82
Ass't Building Inspector	7.54	7.84	8.15	8.48	8.82
Ass't Librarian	9.43	9.80	10.19	10.60	11.02
Ass't Natural Resource Officer	7.77	8.08	8.40	8.74	9.09
Board Clerk	6.92	7.20	7.49	7.79	8.10
Dispatcher/Clerk, Police	7.54	7.84	8.15	8.48	8.82
Community Liaison	7.63	7.94	8.26	8.59	8.93
Director-Council on Aging	10.50	10.92	11.36	11.81	12.28
Day Center Program Ass't	7.54	7.84	8.15	8.48	8.82
Day Center Activity Dir.	7.82	8.13	8.46	8.80	9.15
Day Center Aide	6.92	7.20	7.49	7.79	8.10
Disposal Attendant	6.92	7.20	7.49	7.79	8.10
General Clerk	7.54	7.84	8.15	8.48	8.82
Laborer	8.06	8.39	8.73	9.08	9.44
Library Ass't	7.54	7.84	8.15	8.48	8.82
Library Pages	5.67	5.89	6.13	6.38	6.64
Natural Resources Laborer	6.77	7.04	7.32	7.61	7.91
Police Patrolman	8.33	8.66	9.01	9.37	9.74
Custodian	6.92	7.20	7.49	7.79	8.10
Tresurer/ Collector Clerk	7.54	7.84	8.15	8.48	8.82
Chairman- Registrar of Voters	7.11	7.39	7.69	8.00	8.32

Compensation for Police Sergeants, Police Lieutenant and Police Chief

Compensation Plan for Police Sergeants - Police Sergeants shall earn a salary on a two-step plan:

A first year Sergeant shall earn $850.00 above the Fifth Step Patrolman with longevity based on that figure to the correct year for the Sergeant's creditable service to the Town.

A second year Sergeant shall earn $2,200 above the Fifth Step Patrolman with longevity based on that figure to the correct year for the Sergeant's creditable service to the Town.

Compensation for Police Lieutenant - A Police Lieutenant shall earn $3,000.00 above a Second Step Sergeant with longevity based on that figure to the correct year for the Lieutenant's creditable service to the Town.

Compensation for Police Chief - The Police Chief shall earn $4,000.00 above the base salary of a First Step Lieutenant with longevity based on that figure to the correct year for the Chief's creditable service to the Town.

Longevity for Full Time and Part Time Employees - Commencing in the sev-

enth step, all full time and part time positions on Appendix A, A-1 and B-1, may earn annual longevity merit increases in the following manner:

STEP	6	7	8	9	10	11	12	13	14	15	16	17 & LONGER
%RATE	0	1	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	1.9

APPENDIX B – 2

Part-time Non Exempt Seasonal Positions, Titles And Hourly Compensation Plan

POSITION TITLES	MINIMUM 1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM STEP
Ass't Natural Resources Officer	7.54	7.84	8.15	8.48	8.82
Biologist	8.25	8.58	8.92	9.28	9.65
Miller	6.57	6.83	7.10	7.38	7.68
Natural Resources Laborer	6.57	6.83	7.10	7.38	7.68
Police Patrolman	8.06	8.38	8.72	9.07	9.43

APPENDIX C

Compensation Plan For Part-time And Other Positions

POSITION TITLE	COMPENSATION
Harbormaster	$1.079.15/Year
Assistant Harbormaster	481.84/Year
Civil Defense Director	215.83/Year
Police Matron	12.32/Hour
Fireman/Rescue, Call	9.30/Hour
Fire/Rescue Drills, Call	9.30/Hour
Fire Lieutenant, Call	250.00/Year plus call rates
Fire Captain, Call	350.00/Year plus call rates
Fire Deputy Chief, Call	500.00/Year plus call rates
Fire Maintenance Man	535.00/Year
Registrar of Voters	6.40/Hour
Election Tellers	5.10/Hour
Election Warden	5.91/Hour
	INCENTIVE PAY FOR FIREMEN
EMT	500.00/year
EMT – I	600.00/year
Paramedic	1,000.00/Year

By Personnel Board

BOARD OF SELECTMEN: 5—0
FINANCE COMMITTEE: At Town Meeting

ARTICLE 17

To see if the Town will vote to raise and appropriate the sum of $8,000.00 to be apportioned between the DPW and Natural Resource departments' salary line items for the purpose of funding FY94 salary increases negotiated as part of a contract settlement wage reopener provisions between the Town of Eastham and the United Steelworkers of America, AFL-CIO-CLC, Local 13507, representing DPW and Natural Resource personnel.

By Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-0

ARTICLE 18

To see if the Town will vote to raise and appropriate $538.15 to increase the salary in FY94 of the shared planner and further to transfer from available funds $314.00 to fund the remainder of the Eastham share of the FY93 salary for the Planner; or take any action relative thereto.

By Board of Selectmen and Planning Board

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: At Town Meeting

THE FOLLOWING ARTICLES #19 - 24 TO BE SUBJECT TO A PROPOSITION 2.5% OVERRIDE

ARTICLE 19

To see if the Town will vote to raise and appropriate $20,124.00 (the Town's share of $90,000.00) for the purpose of preparing architectural and engineering plans for remodeling and making extraordinary repairs to the Nauset Regional High School, as well as constructing and originally equipping an addition; or take any action relative thereto.

By Nauset Regional School District

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: At Town Meeting

ARTICLE 20

To see if the Town will vote to raise and appropriate and/or transfer and appropriate from available funds the sum of $80,339.53, said amount to be added to the Nauset Regional School Operating budget voted under Article 12 this warrant, said appropriation to be subject to a Proposition 2 1/2 override vote; or to take any action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: 1-4-0
FINANCE COMMITTEE: At Town Meeting

ARTICLE 21

To see if the Town will vote to raise and appropriate and/or transfer and appropriate from available funds the sum of $41,016.43 said amount to be added to the Eastham Elementary School Operating budget voted under Article 12 in this warrant, said appropriation to be subject to Proposition 2 1/2 override vote; or to take any action relative thereto.

By Eastham Elementary School Committee

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: At Town Meeting

ARTICLE 22

To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of $15,000 for preliminary design services, for an addition to the Eastham Elementary School, to be expended at the direction of the Elementary School building Committee; or take any action relative thereto.

By Eastham Elementary School Building Committee

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: At Town Meeting

ARTICLE 23

To see if the Town will vote to amend the Town of Eastham Compensation Plan and Personnel By-Law Section 12, Appendix B-2 by adding the position

"Assistant Health Agent 7.43 7.81 8.20 8.61 9.04"

and further to raise and appropriate the sum of $3,120.60 to fund the new position titled, and that said position will be a full time seasonal worker to assist the Health Agent in housing, restaurant, septic inspections and other duties; or take any action relative thereto.

By Board of Health
By Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-0

ARTICLE 24

To see if the Town will vote to raise and appropriate the sum of $1,500.00 for the purpose of installing pilings at Rock Harbor for the dock facilities, or take any action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-0

ARTICLE 25

To see if the Town will vote to authorize the Board of Selectmen to enter into an amended intermunicipal agreement which concerns the operation of the Orleans, Eastham and Brewster Ground Water Protection District, facilities, and arrangements and which, if approved, will become effective on July 1, 1993, or to take any other action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: At Town Meeting

ARTICLE 26

To see if the Town will vote to amend the Town by-laws by repealing the current Compensation Plans and Personnel By-Law adopted 1969, Nineteenth Edi-

tion, November 1991, and adopting the Town of Eastham Personnel By-Law in its entirety as follows:

EASTHAM PERSONNEL BY-LAW
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PREAMBLE

The purpose of the Personnel By-Law of the Town of Eastham in the Commonwealth of Massachusetts is to vest appropriate administrative and executive powers in the hands of elected and appointed Town officials and to establish fair and consistent personnel policies that are equitable to Town employees. The Personnel By-Law of the Town of Eastham is hereby published for the guidance of Town officials, employees of the Town, those who reside here, and taxpayers who support financially the services that the Town renders.

The preparation of the Personnel By-Law for the Town of Eastham was authorized by the 1968 Annual Town Meeting and was approved and adopted at the 1969 Annual Town Meeting. During the ensuing years to date the By-Law has been amended eighteen (18) times. The adoption of the Home Rule Charter on May 21, 1991 to be effective January 1, 1992 has required a total revision of the Personnel By-Law which will be presented for approval at the May 1993 Annual Town Meeting.

ARTICLE I AUTHORIZATION AND APPLICATION

Section 1.1

Pursuant to the authority granted in Sections 108, 108A and 108C of Chapter 41 of the General Laws of the Commonwealth of Massachusetts, a Personnel By-Law for the Town of Eastham has been established, which may be amended from time to time by a majority vote of the Town at an Annual or Special Town Meeting.

Section 1.2

The provisions of this By-Law shall apply to all Town departments and to all employees therein with the exception of Town employees under the jurisdiction

of the School Committee. These provisions will also apply to employees covered by collective bargaining agreements but be limited to those matters in the By-Law which are not a part of their collective agreements or of Rules and Regulations issued by their respective department heads. Otherwise the provisions of the collective agreements and/or said Rules and Regulations will apply to those employees.

Section 1.3

The Personnel By-Law shall not be construed as a contract between the Town of Eastham and its employees.

ARTICLE II DEFINITIONS

Section 2.1

Continuous Employment - shall mean uninterrupted service within any Town Department except for vacation periods, sick leave and other leaves granted in accordance with this By-Law, Federal Law and/or the General Laws of the Commonwealth. Continuous service will be applicable in determining an employee's benefits (e.g. vacation accruals, pension benefits, longevity for pay purposes, etc.) However, if an employee transfers from one department to another, only the service in the department to which the employee is transferred (departmental seniority) would be applicable for purposes of promotion, layoff or placement in the salary scale in that department. Benefits described above, however, would be determined by total Town service.

Section 2.2

Department - Any division or branch of the Town's municipal service under the direction of an elected town official or Board, or an appointed Town official or Board.

Section 2.3

Department Head - Any elected or appointed Town employee having direct supervision and control of a department, who reports directly to the Town Administrator.

Section 2.4

Employee - For purposes of this By-Law, an employee is any person who works for wages or salary in the service of the Town, whether on a full-time, part-time or temporary basis, whether appointed or elected, other than members of the School Committee and persons under its control, and persons hired when an emergency is declared.

2.4.1 **Full Time Employees** - An employee in the service of the Town filling a position for not less than seven (7) hours per day for five (5) days a week for fifty-two (52) weeks per year, less legal holidays, authorized vacation, sick leave and other authorized absences.

2.4.2 **Regular Part-Time Employee** - An employee in the service of the Town working less than a full-time employee but working on a regular schedule for fifty-two (52) weeks per year. A regular part-time employee is eligible on a pro rata basis for the benefits otherwise available for full-time employees, except as may be noted in the Articles of this By-Law dealing with employee benefits.

2.4.3 **Temporary Employee** - An employee in the service of the Town who does not fall under the definition of full-time employee or regular part-time employee and who is hired for a period of defined duration of less than one (1) year, (e.g. seasonal employees, emergency employees or "casual" employees as defined by Chapter 150E of the General Laws of the Commonwealth of Massachusetts). Such employees are ineligible for the benefits of employment, other than compensation, described elsewhere in this By-Law.

Section 2.5

Emergency Employment - An employee hired pursuant to a State of Emergency declared by the Board of Selectmen, by the Commonwealth of Massachusetts or by the Federal Government; such employment to be restricted to the duration of the emergency. Persons thus hired are entitled to compensation only, and are not eligible for the benefit provisions of this By-Law.

Section 2.6

Exempt Employee - Based on the provisions of Section 213 of the Federal Fair Labor Standards Act and/or the General Laws of the Commonwealth, an exempt employee is an employee who is ineligible for overtime pay or compensatory time off. The job titles of such employees in the Town of Eastham are identified in Article XIX Section 19.1 of the By-Law. Such employees will receive an annual salary, and be compensated bi-weekly.

Section 2.7

Non-Exempt Employee - An employee who is eligible for overtime pay or for compensatory time off in accordance with the Federal and State statutes cited above. Such employees will receive an hourly rate of pay, and be compensated bi-weekly.

ARTICLE III THE PERSONNEL BOARD

Section 3.1

Pursuant to Chapter 41 Section 108C of the General Laws of the Commonwealth, there shall be a Personnel Board consisting of five (5) unpaid registered voters of the Town appointed by the Board of Selectmen and shall serve a term of three (3) years each, unless such appointment is made to fill an unexpired term.

3.1.1 Members appointed to the Personnel Board cannot be currently serving as an elected official of the Town or be currently serving on any other Town Board, Committee or Commission.

3.1.2 A compensated Town employee may be appointed to the Personnel Board provided the Board has no administrative responsibility over such employee.

3.1.3 Each member of the Board shall hold office until his or her successor has been appointed and vacancies for the balance of an unexpired term shall be filled by the Board of Selectmen.

3.1.4 At the beginning of each fiscal year the members of the Board shall elect a Chairman and a Vice-Chairman who will serve for that fiscal year.

3.1.5 Three (3) members of the Board shall constitute a quorum for the transaction of business.

Section 3.2

Administrative Authority of the Personnel Board

3.2.1 The Personnel Board (the Board) shall administer the provisions of the Personnel By-Law and shall decide conclusively for all parties concerned any and all questions relating to the interpretation and application of this By-Law. The Board, on its own motion, may propose amendments to this By-Law. Such amendments after consideration by the Town Administrator and the Board of Selectmen must be ratified by Town Meeting to become effective. The Board in its advisory role in matters of Personnel Administration shall submit its recommendations or decisions to the Town Administrator who will determine the action, if any, that is required by the Board of Selectmen.

3.2.2 The Board shall, in conjunction with the Town Administrator, prepare, maintain and keep current a plan establishing the personnel staffing requirements for each Town Department, except those under the jurisdiction of the School Committee.

3.2.3 The Board shall at least once every year review the job descriptions and rates of compensation for all Town employees subject to this By-Law and recommend whatever changes the Board deems necessary. Recommendations as to changes in job descriptions shall be initiated by Department Heads and submitted to the Personnel Board through the Town Administrator. Recommendations as to rates of compensation shall be submitted to the Board of Selectmen through the Town Administrator, for review and approval prior to the submission of a Warrant Article for ratification by Town Meeting.

3.2.4 The Board shall act as the Personnel Administration advisor to the Town Administrator. The Town Administrator shall maintain all personnel records, and approve and initiate all payroll transactions and notifications to the Town Accountant for implementation. The Board shall periodically review procedures for the recruitment, selection, performance appraisal, promotion, discipline and dismissal of Town employees subject to this By-Law, and make recommendations to the Town Administrator for changes in such procedures.

3.2.5 Any employee who seeks a ruling as to the application or interpretation of this By-Law may request a hearing in the matter before the Personnel Board in accordance with procedures set forth in Article XVI of this By-Law. The ruling of the Personnel Board will be final.

3.2.6 The Town Administrator shall maintain a personnel record for each Town employee which shall contain, but not be limited to: vital statistics, a town employment record with reference to positions held and rates of pay, records of attendance, vacation, sick leave, compensated time off, injury and leave of absence, as well as memos and letters of compliment or reprimand.

3.2.7 In pursuit of its responsibilities the Board, through the Town Administrator, shall have access to the personnel and payroll records of all Town employees.

3.2.8 Any employee may review his/her personnel record in the presence of the Town Administrator or his/her designee in such a manner as not to intrude on the employee's privacy. No information from an employee's personnel record, other than a simple verification of employment, shall be released without the written consent of the employee.

ARTICLE IV HOURS OF WORK

Section 4.1

Normal Work Week - The normal work week for Town employees covered by this By-Law is reflected in the schedules set forth in Article XIX Sections 19.1 and 19.2. Emergency situations or unforseen circumstances may require employees to work additional hours as directed by their Department Head or the Town Administrator.

Section 4.2

Record of Time Worked - All non-exempt hourly employees will be required to record all hours worked by completing time record procedures established by the Town Administrator.

Section 4.3

Payroll Procedure - For payroll purposes the regular work week for non-exempt hourly employees will be from 0001 hours Thursday to 2400 hours the Wednesday next following. Exempt salaried employees and non exempt hourly employees will be paid bi-weekly. If a payday should fall on a weekend or on a legal Holiday, employees will be paid on the previous work day.

Section 4.4

Payroll Authorizations - Any and all changes affecting the payroll status or employment of Town employees will be initiated and approved in writing by the Town Administrator and directed to the Town Accountant for implementation.

ARTICLE V OVERTIME

The following rules and regulations shall govern any overtime worked by Town employees.

Section 5.1

Exclusions - The provisions of Sections 5.2, 5.3 and 5.4 below shall not apply to elected Town officials, Department Heads and other employees who are exempt from the overtime provisions of the Federal Fair Labor Standards Act and/or the General Laws of the Commonwealth. The job titles of such employees are identified in Article XIX Section 19.1 of the By-Law.

Section 5.2

Overtime - Any work performed in excess of forty (40) hours in a work week shall be considered overtime and must be reflected in the time worked record for that period.

Section 5.3

Overtime Pay - Employees shall be paid for overtime work at the rate of one

and one-half (1-1/2) times their basic hourly rate. Employees whose normal work week is less than forty (40) hours will receive their regular hourly rate for each hour worked up to and including forty (40) hours in a work week.

Section 5.4

Compensatory Time Off - The Town reserves the right to grant compensatory time off (time off with pay) in lieu of the overtime payments provided in Section 5.3. For each such hour of overtime compensated for in this manner, the employee will receive one and one-half (1-1/2) hours of compensatory time off, except that an employee whose normal work week is less than forty (40) hours will receive one (1) hour of compensatory time off for each hour worked up to and including forty (40) hours in a work week.

Section 5.5

Liquidation of Compensatory Time Off - Compensatory time off must be liquidated promptly with approval of the Department Head. At any given time, without the prior approval of the Town Administrator, unused balances cannot exceed thirty five (35) hours in the case of full time employees or twenty (20) hours in the case of regular part time employees. Upon termination of employment or upon death an employee (or the employee's estate) will be compensated for any unused approved compensatory time off.

Section 5.6

Authorization for Overtime - Overtime shall require the prior approval of the Town Administrator or such Department Heads as the Town Administrator may designate for this purpose. However, overtime that will exceed amounts previously authorized in the Annual Town Budget will require the specific approval of the Town Administrator.

ARTICLE VI VACATIONS

Section 6.1

Full time employees will be granted annual fiscal year vacations with pay in accordance with the following schedule. Vacation leave shall accrue on the anniversary date of hire:

Upon completion of 1 year of continuous employment 10 work days.
Upon completion of 5 years of continuous employment 15 work days.
Upon completion of 10 years of continuous employment 20 work days.
Upon completion of 12 years of continuous employment 21 work days.
Upon completion of 14 years of continuous employment 22 work days.
Upon completion of 16 years of continuous employment 23 work days.
Upon completion of 18 years of continuous employment 24 work days.
Upon completion of 20 years of continuous employment 25 work days.

Section 6.2

Regular part time employees will be granted annual fiscal year vacations with pay in accordance with the schedule set forth in section 6.1 above, prorated in the ratio that the number of hours in their average regularly scheduled normal work week bears to the number of hours in the regularly scheduled work week of a full time employee whose duties are essentially similar.

Section 6.3

Vacation earned but not taken during a fiscal year may not be carried over into the following fiscal year, and must therefore be forfeited. However, if the failure to take such vacation was the result of the needs of the Town and not the personal preference of the employee, the Town Administrator may authorize the payment of compensation to the employee equivalent to the unused vacation or, if such funds are not available, permit the employee to carry over the unused vacation to the following fiscal year during which it must be taken or otherwise forfeited.

Section 6.4

Upon termination of employment or death, an employee (or the employee's estate) will be compensated for any unused vacation earned (in the previous fiscal year) as well as any unused vacation carried over in accordance with the provisions of Section 6.3 above.

Section 6.5

An employee will be granted one additional day of vacation if a designated Holiday should fall on a day in which the employee is on vacation.

Section 6.6

Vacation days must be taken as full calendar days, unless vacation days are granted to compensate for sick leave following the exhaustion of sick leave credits.

Section 6.7

Department Heads will schedule vacations for individual employees in such a manner as to meet the needs of the Town, and with due regard to the relative seniority of the employees in that department.

ARTICLE VII HOLIDAYS

Section 7.1

The following Holidays will be observed for full time and regular part time employees of the Town of Eastham:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Presidents Day	Veterans Day
Patriots Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

Section 7.2

When a designated Holiday falls on a Saturday, it will be considered for this purpose as falling on the previous Friday. When a Holiday falls on a Sunday it will be considered as falling on the following Monday.

Section 7.3

Full time and regular part time employees will receive the day off with pay when a Holiday falls on a regularly scheduled work day.

Section 7.4

In the case of a full time employee, if the Holiday does not fall on a regularly scheduled work day, that employee will be granted one day of compensatory time off.

In the case of a regular part time employee, if the Holiday does not fall on a regularly scheduled work day, that employee will be granted a partial day of compensatory time off determined by the ratio that the number of hours in their average regularly scheduled normal work week bears to the number of hours in the regularly scheduled work week of a full time employee whose duties are essentially similar. Without the prior approval of the Town Administrator, liquidation of the compensatory time off for regular part time employees must be accomplished in the week in which the Holiday occurs. In all cases, to qualify for any Holiday benefit the employee must have worked on their last scheduled work day before the Holiday, and on their next scheduled work day following the Holiday or have used approved compensatory time off, vacation or sick leave.

Section 7.5

A non-exempt full time or regular part time employee who is required to work on a Holiday in order to maintain Town services will receive his/her regular pay for the Holiday. Additionally, full time employees will be entitled to receive a day of pay or, at the option of the Town, the equivalent compensatory time off. Regular part time employees will receive a pro-rated day of pay or, at the option of the Town, the equivalent compensatory time off.

ARTICLE VII REDUCTION IN FORCE

Section 8.1

Should it become necessary to reduce the work force within a department or departments of the Town due to the elimination, reduction or consolidation of their functions, the following policy will apply in the implementation of such a reduction in force.

Section 8.2

The Town Administrator in consultation with Department Heads and the Personnel Board, and with the approval of the Board of Selectmen, will determine the nature and extent of such a force reduction and the number of positions to be eliminated.

Section 8.3

The layoff will be accomplished in the order of reverse seniority with the least senior person being laid off first.

Section 8.4

If a laid off employee qualifies for a position occupied by an employee with less seniority in their Town department, the laid off employee can request to be transferred to that position.

Section 8.5

For a period of one (1) year a laid off employee will have first priority in filling any other open positions in the future, if the employee qualifies. Additionally a laid off employee will have reinstatement rights to the position from which they were laid off for a period of one (1) year.

Section 8.6

An employee subject to layoff must be notified in writing by the Town Administrator at least ten (10) working days prior to the effective date of the layoff.

ARTICLE IX SICK LEAVE - SICK LEAVE BANK

Section 9.1

Sick Leave Credits - All full time employees, who have been employed for at least six (6) months, will accrue sick leave with pay credits of one and one-quarter (1.25) days for each full month of employment, or a total of fifteen (15) days per year.

Regular part time employees, who have been employed for at least six (6) months, will accrue sick leave with pay credits of one half (1/2) day for each full month of employment, plus an additional three quarters (3/4) of a day at the end of each six (6) months, or a total of seven and one half (7.5) days per year

Sick leave credits will be allowed to accumulate only to a maximum of two hundred (200) days. Sick leave credit balances will be reduced by the number of approved sick leave days that are taken. Time off taken as the result of a job-related injury will not reduce sick leave credit balances.

Once all sick leave credit balances are exhausted and the illness or incapacity persists, the employee may request the use of earned but untaken vacation. When all sick leave and vacation credits are exhausted the employee will be placed on a Leave of Absence without pay.

Section 9.2

Rules Regulating Sick Leave - When an employee takes time off because of illness or incapacity, the employee must notify his/her Department Head at the beginning of the work day or in accordance with departmental procedure. If the illness exceeds one day, the Department Head may require a similar notification by the employee for each succeeding day of the illness or incapacity.

The Department Head may require the employee to submit a doctor's certificate if the illness or incapacity exceeds three days. Depending on the nature of the illness or incapacity, the Town may also require the employee to obtain a Fit for Duty Certificate from his/her doctor before returning to work. The Town reserves the right to require the employee to be examined by a doctor designated by the Town, and at Town expense, if the Town finds the report of the employee's doctor to be incomplete or inconclusive.

Section 9.3

Retirement from Town Service or Death - Upon voluntary termination from Town service or upon death, a full time employee (or the employee's estate) will receive a payment of $50 per day for all unused sick leave credits in excess of eighty (80) days, but up to a maximum of eighty (80) days. A regular part time employee (or the employee's estate) will receive a payment of $25 per day for all unused sick leave credits in excess of forty (40) days, but up to a maximum of forty (40) days. In all cases the employee must notify the Town one (1) year in advance of his/her intention to leave Town service. If a shorter period of notice is unavoidable, the Town reserves the right to delay the sick leave payment for a period of one (1) year from the date of notice.

An employee whose employment is terminated as the result of a reduction in

force or involuntary retirement due to disability will be entitled to the payments described above.

An employee who is involuntarily terminated for cause will forfeit all sick leave credits.

Section 9.4

Family and Medical Leave Act - Should any of the provisions of this sick leave policy violate the provisions of the recently enacted 1993 Federal Family and Medical Leave Act or regulations issued therefrom in the future, the Act and the regulations will apply to employees of the Town of Eastham and this By-Law will subsequently be amended to conform to the Act.

Section 9.5

Sick Leave Bank - A Sick Leave Bank program is established effective July 1, 1993 to provide additional sick leave to full time employees not covered by a collective bargaining agreement who have exhausted their sick leave credits. Participation in the Sick Leave Bank (the Bank) is voluntary. The Town will incur no additional cost in the implementation of the program.

9.5.1 An employee who elects to participate in the Bank will contribute to the Bank two (2) days of his/her accrued sick leave credits on July 1, 1993, and one (1) day of sick leave on the first day of each succeeding fiscal year over a period of five (5) fiscal years. Newly hired employees who elect to participate will contribute two (2) days of sick leave on the July 1st next following completion of six (6) months of service, and one (1) day of sick leave in each of the next five (5) fiscal years.

9.5.2 Contributions to the Bank referred to above will be commingled with contributions presently made by certain employees of the Police Department.

9.5.3 The Bank will be directed by the Town Administrator. A Sick Leave Bank Committee will be established by the Town Administrator for the purpose of administering all Sick Leave Bank transactions.

9.5.4 A participating employee who has incurred a prolonged illness and who has exhausted all personal sick leave credits will be eligible to be granted additional days of sick leave from the Bank in amounts to be determined by a Sick Leave Bank Committee.

9.5.5 An employee who has been granted sick leave days from the Bank will be required to contribute back to the Bank one-half (1/2) of the sick leave days granted. Once the employee returns to work and begins to accrue additional sick leave credits, the repayment schedule will be one (1) day every four (4) months or three (3) days in a fiscal year. Such repayment will be in addition to any sick leave contributions required under Section 9.5.1 above.

9.5.6 Once contributed, sick leave days cannot be taken back from the Bank except as an additional sick leave withdrawal approved by the Sick Leave Bank Committee.

ARTICLE X LEAVES OF ABSENCE

Section 10.1

Bereavement Leave - Upon the death of the current spouse or child of a full

time or regular part time employee, the employee will be granted a Bereavement Leave with pay of five (5) regular work days.

Upon the death of a member of the "immediate family" of such employee, the employee will be granted a leave of absence with pay of three (3) regular work days. "Immediate family" shall include the employee's parents, the parents of his/her current spouse, their grandparents, their grandchildren, a sister or brother of either, as well as a relative or other person living in the immediate household.

Section 10.2

Jury Duty Leave - A full time or regular part time employee summoned as a Juror will be granted a leave of absence with pay during the period of his/her jury duty. However, compensation received as a Juror will be deducted from the employee's compensation from the Town.

Section 10.3

Military Leave - A full time or regular part time employee who is a member of the National Guard or a U.S. Armed Forces Reserve Unit, and who is required annually to undertake a tour of duty for training purposes, will be granted a leave of absence with pay for such period. However compensation received for such tour of duty, including allowances for meals and quarters, will be deducted from the employee's compensation from the Town.

If the National Guard or Reserve Unit is activated into federal service by the President of the United States, the employee will be granted a leave of absence without pay. However, upon deactivation from such federal service, the employee will be entitled to all reemployment rights with the Town that are provided by federal law.

Section 10.4

Maternity and Medical Leave - Full time and regular part time employees who have been employed six (6) months or more will be granted a leave of absence without pay, or at their option utilize untaken sick leave credits, for a period not to exceed twelve (12) weeks for the purpose of giving birth to a child or for the purpose of adoption of a child under the age of eighteen (18) years or a child who is mentally or physically disabled. A Leave of Absence without pay of up to twelve (12) weeks will also be granted an employee for the care of an ill spouse, child or parent or for a serious health condition of the employee. During such Leaves of Absence, Health Care Benefits will continue provided the employee makes the required contributions to the Plan.

Section 10.5

Personal Leave - A full time employee who has been employed six (6) months or more will be granted up to two (2) days off with pay per fiscal year, with the approval of the Department Head or the Town Administrator, for a personal emergency or personal business which cannot be done other than during working hours. A regular part time employee with at least six (6) months of service can be granted one (1) personal day in each fiscal year. Personal days are not cumulative and cannot be taken immediately prior to or following a Holiday, or to extend vacations.

Section 10.6

Leave of Absence Without Pay - A full time or regular part time employee

who has completed one year of employment will be granted a leave of absence without pay if such leave is approved by the Town Administrator and the Personnel Board. Such leave will be granted initially for a period not to exceed three (3) months. For good and sufficient reason, the Personnel Board and the Town Administrator have the authority to extend such a leave for two (2) additional three (3) month periods or a total not to exceed nine (9) months in aggregate. During the period of such leave the employee will be eligible, at his/her own expense, to continue to participate in the Town's Health Care Plan.

Should the employee accept other employment during the period of such leave, the balance of the leave will be forfeited and the employee terminated from the employment of the Town. Failure to report to work upon the expiration of such authorized leave will result in the termination of the employee.

Section 10.7

Family and Medical Leave Act - Should the provisions of this Leave of Absence policy violate the provisions of the recently enacted 1993 Federal Family and Medical Leave Act or regulations issued therefrom in the future, the Act and the regulations will apply and this By-Law will subsequently be amended to conform to the Act.

ARTICLE XI INJURY IN LINE OF DUTY

Section 11.1

Reporting Injuries - Any employee of the Town, including emergency employees, injured in any way while in the service of the Town, shall report said injury or cause said injury to be reported to his/her Department Head forthwith, and in no event later than twenty-four (24) hours after the occurrence of said injury. Said report shall be in writing or on forms provided for the purpose and shall contain the following information: time and place of injury; occupation when injured; machine, tool, equipment or thing causing injury; detailed description of how accident occurred; names of witnesses; nature of injury; name of any doctor and nature of any medical or surgical treatment received.

Section 11.2

Injury in the Line of Duty - Should a full time or regular part time employee be absent from work due to injury directly attributed to his/her employment other than as a result of his/her gross carelessness, time absent shall not be deducted from his/her sick leave credits and the salary or wage paid such employee (other than Police or Fire personnel) during such absence shall be that amount which is determined by the provisions of Chapter 152 Section 69 of the General Laws of the Commonwealth. Such employees may use their sick leave credits to make up the difference between their regular pay and the amounts determined by the statute. The Town may make salary payments for the payday following the accident. Reimbursement from the on-duty injury insurer to the Town for the paydate which is paid by the Town will be received by the General Fund of the Town.

11.2.1 **Police and Fire** - Police and fire personnel injured in the line of duty will be granted a Leave of Absence without loss of pay by the Town for the period of such incapacity in accordance with the provision of Chapter 41, Section IIIF of the General Laws of the Commonwealth.

Section 11.3

Miscellaneous - All employees injured in the line of duty receiving benefits

pursuant to Chapter 41, Section IIIF or Chapter 152, Section 69 of the General Laws of the Commonwealth shall not accrue benefits while on such leave. Once a determination is made by a Town designated doctor that the incapacity no longer exists and the employee is fit for regular duty, all compensation payments to the employee under the statutes noted above will cease. Failure on the part of the employee to return to regular duty will result in dismissal.

ARTICLE XII PHYSICAL EXAMINATIONS

Section 12.1

Physical Examination of Job Applicants and Employees - The Town, through its Town Administrator shall, after an offer of employment has been made, but previous to employment or the commencement of employment duties, require applicants for full time, regular part time and temporary employment by the Town in the Police Department, the Fire Department, the Natural Resources Department and the Department of Public Works, except clerks, secretaries and dispatchers, to be examined and certified by a physician designated by the Town as to the applicant's physical fitness to perform the duties and job-related functions of the position. The Town Administrator may in like manner and for the same purpose require all persons currently employed by the Town in the employee categories described above, to submit to like physical examinations by a Town designated doctor with reference to their positions. The cost of said physical examination as required by the Town shall be paid for by the Town.

Section 12.2

Confidentiality of Medical Records - All information obtained regarding the medical condition or history of an applicant or employee shall be collected and maintained by the Town Administrator on separate forms and in separate medical files. These files shall be confidential except that (a) Department Heads may be informed regarding necessary restrictions and accommodations for the employee, (b) first aid and safety personnel may be informed, when appropriate, if the physical condition of an employee might require emergency treatment and, (c) government officials investigating compliance with state or federal employment laws shall be provided with relevant requested information.

ARTICLE XIII DRUG AND ALCOHOL ABUSE

Section 13.1

Drug and Alcohol Abuse Policies - The Town of Eastham is committed to a working environment that is free of the problems associated with the use and abuse of drugs and alcohol. Employees who violate the Town's drug and alcohol free work place policy will be subject to the disciplinary action described in Section 13.3.

Section 13.2

Drug and Alcohol Prohibitions - The non-prescriptive use, sale, possession, distribution, dispensation, manufacture, or transfer of drugs (controlled substances) or alcohol while acting on behalf of the Town is strictly prohibited. Further prohibited is the use, sale, possession, distribution, dispensation, manufacture, cultivation, or transfer of drugs or alcohol on non-working time to the extent such use impairs an employee's ability to perform his/her job or where

use, sale, possession, distribution, manufacture, cultivation or transfer affects the reputation of the Town to the general public or threatens its integrity.

Section 13.3

Disciplinary Action - Employees who use or are under the influence of drugs or alcohol during working hours will be subject to disciplinary action including suspension without pay, or in grievous circumstances, immediate dismissal. However, the Town, at its option, may require an employee together with, or instead of disciplinary action, to successfully complete a drug or alcohol abuse assistance or similar program as a condition of continued employment or re-employment. In such cases, employees will be permitted an unpaid leave of absence not to exceed sixty (60) days to participate in such program at the employee's own expense, unless the cost of such program is covered under the Town's existing Health Insurance Plan. No benefits and no seniority shall accrue to an employee while on such leave. The Town reserves the right to replace such employee with a temporary employee until the suspended employee is permitted to return to work.

ARTICLE XIV SEXUAL HARASSMENT

Section 14.1

The Town will not tolerate conduct on the part of any employee, including elected officials and those individuals appointed to Town Boards, Commissions or Committees, involving unwelcome sexual advances or conduct of a sexual nature either verbal or physical which interferes with another employee's work, performance, well being, or creates a hostile or offensive environment. Any employee who believes that he or she is the victim of such sexual harassment is encouraged to bring this matter to the attention of the Town Administrator. Such matters will be dealt with immediately by the Town Administrator and will be handled strictly on a confidential basis.

ARTICLE XV EQUAL OPPORTUNITY - AFFIRMATIVE ACTION

Section 15.1

The Town of Eastham is an equal opportunity employer. In hiring or appointing, in filling vacancies and in evaluating employee performance, there will be no discrimination with regard to age, race, color, national origin, sex, sexual preference, or handicap, except where the absence of such handicap or physical disability is an essential bona fide occupational requirement. In pursuit of this non-discrimination policy the Town will undertake such reasonable Affirmative Action measures necessary to ensure equality of opportunity among its employees.

ARTICLE XVI DISCIPLINARY ACTION - RIGHT OF APPEAL - GRIEVANCE PROCEDURES

Section 16.1

Discipline and Dismissal Policies - Any employee may, during the period of his/her appointment, be suspended, demoted or discharged either because he/she is unsatisfactory on the job or has violated Town policies or regulations. Before disciplining an employee, efforts shall be made to correct the situation by documented counseling and/or written warning. The Department Head must give the employee notice of unsatisfactory performance, and that unless said performance is improved progressive disciplinary action or dismissal may fol-

low. However, certain circumstances may warrant immediate disciplinary action or dismissal, when it is considered by the Department Head and the Town Administrator to be in the best interest of the Town.

Action for dismissal shall be initiated by the Department Head, who will submit his/her recommendations to the Town Administrator. The Town Administrator will grant the employee a hearing before ruling on the recommendations of the Department Head.

Section 16.2

Appeal - Any employee suspended, demoted or discharged for cause shall have the right to appeal this action to the Board of Selectmen, and if he/she elects, to respond to the charges at an executive session of the Board of Selectmen. The employee may be represented by Counsel if the employee so elects. The Board shall render its decision within ten (10) working days in writing to the Town Administrator.

Section 16.3

Grievance Procedure - It shall be the policy of the Town of Eastham to give individual employees the opportunity to discuss their grievances, as they relate to any provisions of this By-Law, with their Department Heads in order to find mutually satisfactory solutions. Employees are assured of freedom from restraint, interference, discrimination or reprisals. If the discussion with the Department Head fails to resolve the issue, the employee may present the grievance in writing within ten (10) days to the Department Head who will refer the matter to the Town Administrator for resolution. If the grievance continues to remain unresolved after an additional ten (10) days, the grievant may request a hearing before the Personnel Board. The Board shall render its recommendation within ten (10) working days in writing. If an employee is not satisfied with the Personnel Board recommendations, he/she may appeal to the Board of Selectmen. The Board of Selectmen shall give its decision in writing to the employee within five (5) working days. The Board's decision shall be final.

ARTICLE XVII HEALTH CARE LIFE INSURANCE AND PENSION BENEFITS

Section 17.1

Health Care - Regular full time employees of the Town, and regular part time employees who are expected to provide compensated services to the Town for at least 20 hours per week are eligible to participate in the Town's Group Health Care Insurance Plan. Participating employees will be required to contribute a portion of the premium cost of the Plan.

Section 17.2

Life Insurance - The Town makes available Group Life Insurance to full time and regular part time employees in the amount of $10,000. Employees who elect this coverage must contribute one half (1/2) of the premium cost. Additional Life Insurance is also available, but entirely at the expense of the employee.

Section 17.3

Pension Benefits - Full time employees and certain regular part time employees who meet specified conditions of employment, automatically be-

come members of the Barnstable County Contributory Retirement Plan and as such are eligible for retirement benefits under this Plan. The level of employee contributions and the retirement benefits provided by the Plan are contained in the Summary Plan Description.

ARTICLE XVIII COMPENSATION PLAN

Section 18.1

Base Compensation Plan for Employees - The Base Compensation Plan designates the minimum pay established for each position and provides for four (4) merit increases leading to the maximum salary for that position at Step 5. Refer to Article XIX for detail of wages, hours of work and hourly rates.

Section 18.2

Longevity/Merit Plan - Longevity/Merit Increases are initiated in the sixth (6th) step of creditable service beginning with zero percent (0%) in the sixth step and increasing one tenth of one percent (.1%) each step up to a maximum increase of one and nine-tenths percent (1.9%) in the sixteenth (16th) step and all succeeding steps. Refer to Article XIX.

Section 18.3

Merit Increases and Annual Employee Job Performance Appraisal Merit increases may be awarded annually upon the documented recommendation of Department Heads and subject to the approval of the Town Administrator. Documentation must be the satisfactory completion of a written employee job performance appraisal on the form prescribed by the Personnel Board.

A. Merit increases will be awarded on a fiscal year basis.
B. Employees who have been employed in the position for less than six months in the preceding fiscal year shall not be eligible for any increase.
C. Employees who have been employed in a position for less than the full preceding fiscal year but greater than six months shall be eligible for an increase.
D. The Town Administrator will establish specific "timing" of completed employee appraisal forms by Department Managers to provide proper review, approval and notification to the Town Accountant by the Town Administrator.

Section 18.4

Salary Effective in Event of Change in Position - In the event of the change of an employee from one position title to another, his/her starting salary at the new position shall be at the step within the salary schedule which is recommended by the Department Head and subject to the approval of the Town Administrator.

Section 18.5

First Wage Step for New Employees - An employee entering the service of the Town shall be employed at the minimum step for the position, except that upon the basis of outstanding training and experience associated with the work to be performed, and subject to the recommendation of the Department Head and the Town Administrator and approval of the Personnel Board, such person may be engaged at a higher step than the minimum.

18.5.1 **Probation for New Employees** - All new employees entering the

service of the Town shall be on a probationary basis for the first six (6) months of employment.

Section 18.6

Salary Increments Limited - Not more than one step-rate increase shall be granted within one fiscal year except that an employee who demonstrates consistent and exceptional personal application to his position's responsibilities may be eligible, once in a fiscal year, for one additional step increase, within the salary schedule, upon the recommendation of the Department Head, the Town Administrator and with prior approval of the Personnel Board.

Section 18.7

Job Descriptions - Job descriptions outlining the duties and responsibilities for the various positions within the compensation plan shall be prepared by the Department Heads and approved by the Town Administrator and the Personnel Board previous to the assignment of positions to employees. Said job descriptions shall be maintained as a public record by the Town Administrator and be available to any employee or person. Said description may be amended from time to time but not before the posting of notice of said intent and notification of any employee to be affected by said proposed change. The description shall provide a reasonable measure of the expected duties of the position. Where job descriptions may be omitted for any particular position or positions, the work to be performed shall be that prescribed by general law, by-laws, by the Town Administrator, or by common established general practice. Job descriptions given for any particular position shall apply to that position regardless of department or administrative authority.

Section 18.8

Employee to Perform Duties of Less Skill and/or Responsibility- As circumstances may require, any employee shall be required to perform the duties of positions requiring less skill and/or involving less responsibility than described or required inhis/her position.

Section 18.9

Employee to Perform Duties of Greater Skill and/or Responsibility In the event of an emergency or an unforeseen circumstance, any employee may be required to perform the duties of a position requiring greater skill and/or involving greater responsibility than described in his/her own position, if competent and so directed by his/her Department Head or immediate superior. From the sixth day onward of such assignment the employee shall receive compensation commensurate with the new duties as determined by the Department Head and approved by the Town Administrator. If the emergency or circumstance continues after four (4) weeks the Town Administrator must review the situation with the Personnel Board for approval to continue any increased compensation to the employee involved.

Section 18.10

Positions not Covered - In the event that the position of any employee, present or future, should not be listed, and wage or salary not established by this by-law, then the wage or salary for such position shall be that established by the Town Administrator with the approval of the Personnel Board, but not to exceed the appropriation for the purpose.

ARTICLE XIX COMPENSATION PLAN

The following schedules, subject to the provisions of General Law and other provisions of this by-law, shall constitute the Position Titles and Compensation Schedule of the Town of Eastham.

Section 19.1

Full Time Exempt Positions, Titles, Weekly Hours and Annual Compensation Plan

POSITION TITLE	SCHEDULED HRS	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
Town Accountant	35	33,562.12	35,240.23	37,002.24	38,852.35	40,794.97
Police Chief	40					40,694.52
Fire Chief	40	33,479.48	35,153.46	36,911.13	38,756.69	40,694.52
Supt. Public Works	40	31,171.39	32,729.96	34,366.46	36,084.78	37,889.02
Nat'l Resource Officer	40	30,155.63	31,663.41	33,246.58	34,908.91	36,654.36
Bldg. Inspector	40	27,773.67	29,162.35	30,620.47	32,151.49	33.759.06
Asst. Tax Assessor	35	25,631.75	26,913.34	28,259.01	29,671.96	31,156.56
Health Agent	40	25,400.64	26,670.67	28,004.20	29,404.41	30,874.63
Librarian	35	23,218.55	24,379.48	25,598.45	26,878.37	28,222.29
Director - COA	35	23,218.55	24,379.48	25,598.45	26,878.37	28,222.29

Section 19.2

Full Time Non-exempt Positions, Titles, Weekly Hours, And Hourly Compensation Plan

POSITION TITLE	SCHEDULED HRS	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
Police Lieutenant	42					36,694.52
Police Sergeant	42				32,344.52	33,694.52
Police Patrolman						31,494.52
Note: Shown only for the purpose of establishing Sgt./Lt./Chief Compensation.						
Police Operations						
Supervisor	40	22,155.14	23,262.90	24,426.05	25,647.35	26,929.94
		10.65	11.18	11.74	12.33	12.94
Dispatcher, Police	42.5	20,770.43	21,808.95	22,899.40	24,044.37	25,246.59
		9.99	10.48	11.01	11.56	12.14
Tax Assessors						
Clerk	35	20,141.06	21,148.11	22,205.52	23,315.80	24,481.59
		11.06	11.62	12.20	12.81	13.45
Ass't. Town						
Accountant	35	19,981.22	20,980.28	22,029.29	23,130.75	24,287.29
		10.98	11.53	12.10	12.71	13.34
Ass't Treasurer/Deputy						
Tax Collector	35	19,981.22	20,980.28	22,029.29	23,130.75	24,287.29
		10.98	11.52	12.10	12.71	13.34
Day Center Program						
Director - C.O.A.	40	19,735.20	20,721.96	21,758.06	22,845.96	23,988.26
		9.49	9.96	10.46	10.98	11.53
Selectmen's						
Secretary	35	19,656.44	20,639.26	21,671.22	22,754.78	23,892.52
		10.80	11.34	11.90	12.50	13.12
Ass't Librarian	35	19,419.09	20,390.04	21,409.54	22,480.02	23,604.02
		10.67	11.20	11.76	12.35	12.97

Clerk - C.O.A.	35	17,496.92	18,371.77	19,290.36	20,254.88	21,267.62
		9.61	10.09	10.60	11.13	11.69
Custodian	35	17,233.77	18,095.46	19,000.23	19,950.24	20,947.75
		9.47	9.94	10.44	10.96	11.51
Ass't Tax Assessors Clerk	35	16,037.77	16,839.66	17,681.64	18,565.72	19,494.01
		8.81	9.25	9.71	10.20	10.71
General Clerk	35	14,832.73	15,574.37	16,353.09	17,170.74	18,029.28
		8.15	8.56	8.99	9.43	9.91
Community Outreach Liaison - C.O.A	35	13,923.07	14,619.22	15,350.18	16,117.69	16,923.57
		7.65	8.03	8.43	8.86	9.30

Section 19.3

Part-time Non-exempt Positions, Titles And Hourly Compensation Plan

POSITION TITLES	MINIMUM 1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM STEP
Ass't. Tax Assessors Clerk	7.54	7.84	8.15	8.48	8.82
Ass't Building Inspector	7.54	7.84	8.15	8.48	8.82
Ass't Librarian	9.43	9.80	10.19	10.60	11.02
Ass't Natural Resource Officer	7.77	8.08	8.40	8.74	9.09
Board Clerk	6.92	7.20	7.49	7.79	8.10
Dispatcher/Clerk, Police	7.54	7.84	8.15	8.48	8.82
Community Liaison	7.63	7.94	8.26	8.59	8.93
Director-Council on Aging	10.50	10.92	11.36	11.81	12.28
Day Center Program Ass't	7.54	7.84	8.15	8.48	8.82
Day Center Activity Dir.	7.82	8.13	8.46	8.80	9.15
Day Center Aide	6.92	7.20	7.49	7.79	8.10
Disposal Attendant	6.92	7.20	7.49	7.79	8.10
General Clerk	7.54	7.84	8.15	8.48	8.82
Laborer	8.06	8.39	8.73	9.08	9.44
Library Ass't	7.54	7.84	8.15	8.48	8.82
Library Pages	5.67	5.89	6.13	6.38	6.64
Natural Resources Laborer	6.77	7.04	7.32	7.61	7.91
Police Patrolman	8.33	8.66	9.01	9.37	9.74
Custodian	6.92	7.20	7.49	7.79	8.10
Tresurer/ Collector Clerk	7.54	7.84	8.15	8.48	8.82
Chairman- Registrar of Voters	7.11	7.39	7.69	8.00	8.32

Section 19.4

Part-time Non Exempt Seasonal Positions, Titles And Hourly Compensation Plan

POSITION TITLES	MINIMUM 1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM STEP
Ass't Natural Resources Officer	7.54	7.84	8.15	8.48	8.82
Biologist	8.25	8.58	8.92	9.28	9.65
Miller	6.57	6.83	7.10	7.38	7.68
Natural Resources Laborer	6.57	6.83	7.10	7.38	7.68
Police Patrolman	8.06	8.38	8.72	9.07	9.43

Section 19.5

Compensation Plan For Part-time And Other Positions
Position TitleCompensation

POSITION TITLE	COMPENSATION
Harbormaster	$1.079.15/Year
Assistant Harbormaster	481.84/Year
Civil Defense Director	215.83/Year
Police Matron	12.32/Hour
Fireman/Rescue, Call	9.30/Hour
Fire/Rescue Drills, Call	9.30/Hour
Fire Lieutenant, Call	250.00/Year plus call rates
Fire Captain, Call	350.00/Year plus call rates
Fire Deputy Chief, Call	500.00/Year plus call rates
Fire Maintenance Man	535.00/Year
Registrar of Voters	6.40/Hour
Election Tellers	5.10/Hour
Election Warden	5.91/Hour
	INCENTIVE PAY FOR FIREMEN
EMT	500.00/year
EMT – I	600.00/year
Paramedic	1,000.00/Year

Section 19.6

Longevity/Merit Increase Schedule - In accordance with Sections 18.2 and 18.3 commencing in the sixth (6th) step all full time and regular part time employees may earn annual longevity/merit increases in the following percentage amounts.

STEP	6	7	8	9	10	11	12	13	14	15	16	17 & LONGER
%RATE	0	1	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	1.9

NOTE: These longevity/merit increases are a cumulative (compounded) percentage over the Step 5 rate and, for reference purposes, amount to:

STEP	6	7	8	9	10	15	20	25	30
Cumulative Percent	0	1.00	2.11	3.34	4.68	13.30	24.5	36.8	50.3

Section 19.7

Compensation for Police Sergeants, Police Lieutenant and Police Chief

19.7.1 Compensation Plan for Police Sergeants - Police Sergeants shall earn a salary on a two-step plan:

A first year Sergeant shall earn $850.00 above the Fifth Step Patrolman with longevity based on that figure to the correct year

for the Sergeant's creditable service to the Town.

A second year Sergeant shall earn $2,200 above the Fifth Step Patrolman with longevity based on that figure to the correct year for the Sergeant's creditable service to the Town.

19.7.2 Compensation for Police Lieutenant - A Police Lieutenant shall earn $3,000.00 above a Second Step Sergeant with longevity based on that figure to the correct year for the Lieutenant's creditable service to the Town.

19.7.3 Compensation for Police Chief - The Police Chief shall earn $4,000.00 above the base salary of a First Step Lieutenant with longevity based on that figure to the correct year for the Chief's creditable service to the Town.

Section 19.8

Police Education Incentive Plan

19.8.1 The Town shall compensate any appointed full-time police officer the following percentages per pay period as outlined in Section 19.8.2 upon completion of Police Science, Criminal Justice or Police Administrative Courses that are approved by the Chief of Police in advance of each course of study.

19.8.2 Only credits received from colleges or universities accredited by the Massachusetts Board of Higher Education will be submitted, and only completed courses receiving a grade of "C" or higher will be accepted.

19.8.3 Only courses which are identified as part of the course curriculum for one of the degree programs mentioned in Section 19.8.1 will be considered.

19.8.4 Only employees employed by the Town for more than one year are eligible to receive educational incentives.

19.8.5 The provisions of this article shall not be applicable to any person who is eligible for educational incentives pursuant to Chapter 41, Section 108L of the Mass. General Laws.

Section 19.9

Incentive Pay Schedule

Total Credit Hours	Incentive Pay
15	2%
30	4%
45	6%
	By Personnel Board

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: At Town Meeting

ARTICLE 27

To see if the Town will vote to transfer from the Ambulance Receipts Reserved Account, the sum of $7,211.00 to equip the new fire engine with equipment; or take any action relative thereto:

By Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 6-0

ARTICLE 28

To see if the Town will vote to amend the Eastham Zoning By-Law SECTION IV - FLOOD PLAIN ZONING by deleting the entire SECTION, pages 20-23 of the present By-Laws and substitute the following new SECTION:

SECTION IV - FLOOD PLAIN ZONING

See definitions of flood plain zone designations in ARTICLE V of the SECTION.

A. The installation of underground systems for the storage of petroleum products (including but not limited to oil, gasoline, kerosene, and any hazardous materials) shall be prohibited in the 100-year floodplain (Zones A, AO, AH, A1-30, A99, V and V1-30 on the Flood Insurance Rate Maps 250006-0005, prepared by the National Flood Insurance Program for the Town of Eastham). Storage system shall mean storage tank and all supply lines between storage tank and burner. Underground shall mean under the surface of the earth or under pavement, including cement floors of cellars or basements. Storage systems may be located in basements or cellars provided they are on or above the paved floor of the cellar or basement.

B. Any new construction, alteration of structures or other development which is removed from the A or V zones by subsequent flood insurance map amendments shall only have to meet the requirements of its new zone designation.

C. All subdivision proposals and other proposed new developments greater than fifty (50) lots or five (5) acres whichever is the lesser shall include in such proposals base flood elevation data.

D. Subdivision proposals and proposals for other developments, including their utilities and drainage, are located and designed to be consistent with the need to minimize flood damage.

ARTICLE I — USE REGULATIONS

Floodplain District I is established as an overlay district to all other districts. All development, including structural and non-structural activities, whether permitted by right or by special permit must be in compliance with Chapter 131, Section 40 of the Massachusetts General Laws and with the requirements of the Massachusetts State Building Code pertaining to construction in floodplains (currently Section 2102). Additionally any required federal permits must be obtained prior to the issuance of a development permit in the Floodplain District as follows:

1. Within Zones AH and AO on the FIRM, require adequate drainage paths around structures on slopes, to guide floodwaters around and away from proposed structures.
2. Prohibit man-made alteration of sand dunes and salt marshes within Zones V1-30, VE, and V which would increase potential flood damage.
3. Provide that all new construction within Zones V1-30, VE and V be located landward of the reach of mean high tide.
4. Existing contour intervals of site and elevations of existing structures must be included on plan proposal.
5. There shall be established a "routing procedure" which will circulate or transmit one copy of the development plan to the Conservation Commission, Planning Board, Board of Health, Department of Public Works, Building Inspector, Board of Appeals and Fire Department for comments which will be considered by the appropriate permitting board prior to issuing applicable permits.

6. The Building Inspector shall (a) review all proposed development within the flood district to assure that all necessary permits have been received from those governmental agencies from which approval is required by Federal or State law, including Section 404 of the Federal Water Pollution and Control Act Amendments of 1972, U.S.C. 1334, and (b) obtain and maintain records of elevation and floodproofing levels for new construction or substantial alteration within the flood district.

ARTICLE II — STATEMENT OF PURPOSE, EXISTING REGULATIONS

SECTION A. STATEMENT OF PURPOSE

The purposes of the Floodplain District are to:

1. Ensure public safety through reducing the threats to life and personal injury.
2. Eliminate new hazards to emergency response officials.
3. Prevent the occurrence of public emergencies resulting from water quality, contamination, and pollution due to flooding.
4. Avoid the loss of utility services which if damaged by flooding would disrupt or shut down the utility network and impact regions of the community beyond the site of flooding.
5. Eliminate costs associated with the response and cleanup of flooding conditions.
6. Reduce damage to public and private property resulting from flooding waters.
7. Facilitate accurate insurance ratings and promote the awareness of flood insurance.

SECTION B. EXISTING REGULATIONS

All development in the district including structural and non-structural activities whether permitted by right or by special permit must be in compliance with the following:

780 CMR 2102.0, of the Massachusetts Building Code which addresses floodplain and coastal high hazard areas.

310 CMR 10.0, Wetlands Protection Regulations, Department of Environmental Protection (DEP).

302 CMR 6.00, Inland Wetlands Restriction, DEP

302 CMR 4.00, Coastal Wetlands Restriction, DEP

310 CMR 15, Title 5, Minimum Requirements for the Subsurface Disposal of Sanitary Sewage, DEP

Any variances from the provisions and requirements of the above referenced state regulations may only be granted in accordance with the required variance procedures of these state regulations.

ARTICLE III. — FLOODPLAIN DISTRICT BOUNDARIES AND BASE FLOOD ELEVATION DATA

SECTION A. FLOOD PLAIN DISTRICT BOUNDARIES AND BASE FLOOD ELEVATION DATA

The Floodplain District is herein established as an overlay district. The District includes all special flood hazard areas designated on the Town of Eastham Flood Insurance Rate Map (FIRM) issued by FEMA (successor to the U.S. Department of Housing and Urban Development, HUD) for the administration of the NFIP dated July 2, 1992 as Zone A, AE, AH, AO, AI-30, A99, V, VI-30, VE, and if available the FEMA Flood Boundary and Floodway Map dated July

2, 1992, both maps which indicate the 100-year regulatory floodplain. The boundaries of the District may be defined by the 100-year base flood elevations shown on the FIRM and further defined by the Flood Insurance study booklet dated July 3, 1986. The FIRM (and Flood Boundary and Floodway Map if available) and Flood Insurance Study booklet are incorporated herein by reference and are on file with the Town Clerk, Planning Board, Building Official and Conservation Commission.

ARTICLE IV — PERMITTED USES

The following uses of low flood damage potential and causing no obstructions to flood flows are encouraged provided they are permitted in the underlying district and comply with other requirements:

1. Agricultural uses such as farming, grazing, truck farming, horticulture, etc.
2. Forestry and nursery uses.
3. Outdoor recreational uses, including fishing, boating, play areas, etc.
4. Conservation of water, plants, wildlife.
5. Wildlife management areas, foot, bicycle, and/or horse paths.
6. Temporary non-residential structures used in connection with fishing, growing, harvesting, storage, or sale of crops raised on the premises.
7. Buildings lawfully existing prior to the adoption of these provisions.

ARTICLE V — DEFINITIONS

ALTERATION — As applied to a building or structure, a change, modification, renovation or rearrangement in the structural parts or in the exit facilities or an enlargement whether by extending on a side or by increasing in height, or the moving from one location or position to another.

AREA OF SPECIAL FLOOD HAZARD is the land in the floodplain within a community subject to a one percent or greater chance of flooding in any given year. The area may be designated as Zone A, AO, AH, A1-30, AE, A99, VO, VI-30, VE, or V.

BASE FLOOD means the flood having a one percent chance of being equalled or exceeded in any given year.

COASTAL HIGH HAZARD AREA means the area subject to high velocity waters, including but not limited to hurricane wave wash or tsunamis. The area is designated on a FIRM as Zone V, V1-30, VE.

DEVELOPMENT means any manmade change to improved or unimproved real estate, including but not limited to building or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations.

DISTRICT means floodplain district.

FEDERAL EMERGENCY MANAGEMENT AGENCY (FEMA) administers the National Flood Insurance Program. FEMA provides a nationwide flood hazard area mapping study program for communities as well as regulatory standards for development in the flood hazard areas.

FLOOD BOUNDARY AND FLOODWAY MAP means an official map of a com-

munity issued by FEMA that depicts, based on detailed analyses, the boundaries of the 100-year and 500-year floods and the 100-year floodway. (For maps done later than 1987, floodway is designated on FIRM).

FLOOD INSURANCE RATE MAP (FIRM) means an official map of a community on which FEMA has delineated both the areas of special flood hazard and the risk premium zones applicable to the community.

FLOOD INSURANCE STUDY means an examination, evaluation, and determination of flood hazards, and, if appropriate, corresponding water surface elevations, or an examination, evaluation and determination of mudslide (i.e. mudflow) and/or flood-related erosion hazards.

FLOODWAY means the channel of a river or other watercourse and the adjacent land areas that must be reserved in order to discharge the base flood without cumulatively increasing the water surface elevation.

LOWEST FLOOR means the lowest floor of the lowest enclosed area (including basement or cellar). An unfinished or flood resistant enclosure, usable solely for parking of vehicles, building access or storage in an area other than a basement area is not considered a building's lowest floor, PROVIDED that such enclosure is not built so as to render the structure in violation of the applicable non-elevation design requirements of NFIP Regulations 60.3.

MANUFACTURED HOME means a structure, transportable in one or more sections, which is built on a permanent chassis and is designed for use with or without a permanent foundation when connected to the required utilities. For floodplain management purposes the term "manufactured home" also includes park trailers, travel trailers, or other similar vehicles placed on a site for greater than 180 consecutive days. For insurance purposes, the term "manufactured home" does not include park trailers, travel trailers, and other similar vehicles.
MANUFACTURED HOME PARK OR SUBDIVISION means a parcel (or contiguous parcels) of land divided into two or more manufactured home lots for rent or sale.

NEW CONSTRUCTION means, for floodplain management purposes, structures for which the "start of construction" commenced on or after the effective date of a floodplain management regulation adopted by a community. For the purpose of determining insurance rates, NEW CONSTRUCTION means structures for which the "start of construction" commenced on or after the effective date of an initial FIRM or after December 31, 1974, whichever is later.

ONE-HUNDRED-YEAR FLOOD - see BASE FLOOD.

REGULATORY FLOODWAY - see FLOODWAY.

SPECIAL FLOOD HAZARD AREA is the land in a community's floodplain subject to a one percent or greater chance of flooding in any given year. The area may be designated on the FIRM as Zone A, AO, A1-30, AE, A99, AH, V, V1-30, VE.

STRUCTURE means, for floodplain management purposes, a walled and

roofed building, including a gas or liquid storage tank, that is principally above ground, as well as a manufactured home. For insurance coverage purposes, STRUCTURE means a walled and roofed building, other than a gas or liquid storage tank, that is principally above ground and affixed to a permanent site, as well as a manufactured home on foundation. For the latter purpose, the term includes a building while in the course of construction, alteration, or repair, does not include building materials or supplies intended for use in such construction, alteration, or repair, unless such materials or supplies are within an enclosed building on the premises.

SUBSTANTIAL IMPROVEMENT means any repair, reconstruction, or improvement of a structure, the cost of which equals or exceeds 50 percent of the market value of the structure either (a) before the improvement or repair is started, or (b) if the structure has been damaged and is being restored, before the damage occurred. For the purpose of this definition, substantial improvement" is considered to occur when the first alteration of any wall, ceiling, floor, or other structural part of a building commences, whether or not that alteration affects the external dimensions of the structure.

ZONE A means the 100-year floodplain area where the base flood elevation (BFE) has not been determined. To determine the BFE, use the best available federal, state, local, or other data.

ZONE A1-A30 and ZONE AE means the 100-year floodplain where the base flood elevation has been determined.

ZONE AH and ZONE AO means the 100-year floodplain with flood depths of 1 to 3 feet.

ZONE A99 means areas to be protected from the 100-year flood by federal flood protection system under construction. Base flood elevations have not been determined.

ZONE V means a special flood hazard area along a coast subject to inundation by the 100-year flood with the additional hazards associated with storm waves. Base flood elevations have not been determined.

ZONE V1-30 and ZONE VE (for new and revised maps) means a special flood hazard area along a coast subject to inundation by the 100-year flood with additional hazards due to velocity (wave action). Base flood elevations have been determined.

By Planning Board

SECTION IV — FLOOD PLAIN ZONING as it now appears pages 20-23 of Eastham Zoning By-Laws.

A. The installation of underground systems for the storage of petroleum products (including but not limited to oil, gasoline, kerosene, and any hazardous materials) shall be prohibited in the 100-year floodplain (zones A, AO, AH, A1-A30, A99, V and V1-V30 on the Flood Insurance Rate Maps 2500006-0001-0005, prepared by the National Flood Insurance Program for the Town of Eastham). Storage system shall mean storage tank and all supply lines between storage tank and burner. Underground shall mean

under the surface of the earth or under pavement, including cement floors of cellars or basements. Storage systems may be located in basements or cellars provided they are on or above the paved floor of the cellar or basement.

B. Permits for new construction, alteration of structures, or other development (any man-made change to improved or unimproved real estate, including but not limited to buildings or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations), at or below the Base Flood Elevation as specified with the A and V zones, as determined by the Flood Insurance Study and as designated on special F.I.A. Flood Insurance Rate Maps, numbers 2500006-0001-0005 shall be approved subject to the following:

1. New construction or substantial alteration (repair, construction or alteration costing 50% or more of the market value of the structure before alteration, or if damaged, before damage occurred) of residential structures shall have the lowest floor (including basement) elevated to not less than base flood elevations. No construction or substantial alteration of nonresidential structures shall either be similarly elevated or, together with attendant utility and sanitary facilities, be flood-proofed to not less than base flood elevations.

2. Where floodproofing is utilized in accordance with Section IV.B.a, a registered engineer or architect shall certify that the floodproofing methods are adequate to withstand the flood depths, pressures, velocities, impact and uplift forces and other factors associated with the base flood.

3. Any new construction or substantial alteration to be undertaken within said district shall be in accordance with the Massachusetts Uniform Building Code, Section 748.0. The Building Inspector shall (a) review all proposed development within the flood district to assure that all necessary permits have been received from those governmental agencies from which approval is required by Federal or State law, including Section 404 of the Federal Water Pollution Control Act Amendments of 1972, U.S.C. 1334, and (b) obtain and maintain records of elevation and flood proofing levels for new construction and substantial alteration within the flood district.

4. Any new construction, alteration of structures or other development which is removed from the A or V zones by subsequent flood insurance map amendments shall only have to meet the requirements of its new zone designation.

5. All subdivision proposals and other proposed new developments greater than five (5) acres shall include within such proposals base flood elevation data.

6. Subdivision proposals and proposals for other developments, including their utilities and drainage, are located and designed to be consistent with the need to minimize flood damage.

7. No land area within areas designated as V (velocity) zones on the F.I.A. Flood Insurance Rate Maps shall be developed unless such development is demonstrated by the applicant to be located landward of the reach of the mean high tide. All new construction and substantial alteration within the V zones shall be (a) elevated on adequately anchored pilings or columns, and securely anchored to such piles or columns so that the lowest portion of the structural members of the lowest floor (excluding the pilings or columns) is elevated to or above the base flood elevation; and (b) certified by a registered professional engineer or architect that the structure is securely anchored to adequately anchored pilings or columns in order to withstand velocity waters and hurricane wave wash. The following shall be prohibited:

a.

Any man-made alterations of sand dunes and salt marshes which might increase the potential for flood damage.

b. Use of fill.

c. Mobile homes.

8. The special Permit Granting Authority may authorize exceptions from flood regulations by Special Permit within the flood areas in accordance with Section XII, as in any other zoning districts within the Town of Eastham, and may grant Special Permits from these requirements in the case of new structures or substantial alterations to be erected on a lot contiguous to and surrounded by lots with existing structures below the base flood elevation, provided the following are met:

a. A showing of good and sufficient cause.

b. A determination that failure to grant the Special Permit would result in exceptional hardship to the applicant.

c. A determination that the Special Permit will not result in increased flood heights, additional threats to public safety or environment, extraordinary public expense, or any conflict with the requirements in accordance with Chapter 40A of the Massachusetts General Laws.

d. The Special Permit Granting Authority has notified the applicant for the Special Permit, in writing, that the actuarial rates will increase as the first floor elevation decreases, and that such construction below base flood elevation level increases risks to lives and property.

e. Favorable recommendation from the Board of Health on all structures requiring sewerage disposal and/or water supply.

9. Upon the granting of such Special Permit or permits, from Section XII, the Special Permit Granting Authority shall maintain a record of all such Special Permits granted by the Board, including justification for their issuance, and report such Special Permits in its annual report to the Flood Insurance Administrator in accordance with the Department of Housing and Urban Development Guidelines.

10. The Special Permit Granting Authority may grant a Special Permit for the reconstruction, rehabilitation, or restoration of structures listed on the National Register of Historic Places or the State Inventory of Historic Places without regard to the procedures set forth in Section 7 above.

11. Where these flood area provisions impose greater or lesser restrictions or requirements than those of other applicable by-laws or regulations, the more restrictive shall apply.

12. The invalidity of any section or provision of this by-law shall not invalidate any other section or provision hereof.

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-0

ARTICLE 29

To see if the Town will vote to amend the Eastham Zoning By-Law, SECTION V - USES. DISTRICT C page 25 by deleting the last sentence of paragraph one.

By Planning Board

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: 5-0

SECTION V - USES. DISTRICT C — as it now appears page 25 of Eastham Zoning By-Laws.

SECTION V — USES. DISTRICT C — page 25, last sentence "A Special Permit shall become void six (6) months from the date of issue, unless any construction work contemplated thereby shall commence and proceed in good faith continuously to completion, or if no construction work is contemplated by the Special Permit, the premises shall be opened for business or in full use under said Permit." (Page 43, SECTION XII — ADMINISTRATION, D. states "All Special Permits and variances shall lapse one (s) year from date of issue unless construction or operation under said permit has commenced.)

ARTICLE 30

To see if the Town will vote to amend the Eastham Zoning By-Law, TOWN OF EASTHAM — SIGN CODE SECTION I — DEFINITIONS/GENERAL deleting the present A and substituting the following:

A. TEMPORARY SIGNS AND BANNERS — Temporary signs and banners advertising coming public events for non-profit organizations are allowed with the following provisions:

1. must register with the Building Department at Town Hall.
2. must have permission of the owner of the land on which the sign or banner is to be placed (if it is town-owned land permission must be obtained from the Board of Selectmen).
3. size restricted to six (6) square feet each side for ground-mounted sign and three (3) feet by twenty (20) feet for banner-type signs.
4. sign shall not be displayed earlier than fourteen (14) days prior to the event and shall be removed twenty-four (24) hours after the event has occurred, except this time period for removal may be

extended to forty-eight (48) hours if the day following an event is Sunday or a holiday.

By Planning Board

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-0

SECTION I — DEFINITIONS/GENERAL as it now appears pages 45 of Eastham Zoning By-Laws.

TEMPORARY SIGN — All signs such as "for rent" and "items for sale" shall be classified as temporary signs and shall not be displayed for more than thirty (30) days.

Temporary signs shall conform to all requirements of the Sign Code for the district in which the sign is displayed. Signs advertising coming public events shall not be displayed earlier than fourteen (14) days prior to the event and shall be removed twenty-four (24) hours after the event has occurred, except this time period for removal may be extended to forty-eight (48) hours if the day following an event is a Sunday or holiday.

ARTICLE 31

To see if the Town will vote to amend the Eastham Zoning By-Law, TOWN OF EASTHAM — SIGN CODE SECTION I — DEFINITIONS/GENERAL, page 46 H. REAL ESTATE SIGNS by deleting the present condition number one substituting the following as condition as number one: "Sign must be on lot for sale."

By Planning Board

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: At Town Meeting

SECTION I — DEFINITIONS/GENERAL as it now appears on page 46 of Eastham Zoning By-Laws.

H. REAL ESTATE SIGNS — The following conditions shall apply:

1. no real estate "sold" signs shall remain after conveyance,
2. all real estate signs shall be removed within forty-eight (48) hours after conveyance,
3. not more than one (1) real estate sign per house or lot which is for sale,
4. only free-standing signs shall be permitted,
5. "open house" signs shall be removed at the end of the day, and
6. no fees are required.

ARTICLE 32

To see if the Town will vote to amend the Town of Eastham Charter by deleting Section 9-2-2, and substituting the following new section: "9-2-2 The opening of the warrant shall be no less than ninety (90) days prior to the date of the annual Town Meeting. The opening of the warrant for any special Town Meeting shall be no less than twenty (20) days prior to the date of the special Town Meeting."

By Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 6-0

ARTICLE 33

To see if the Town will vote to amend the Town of Eastham Charter by deleting Section 9-2-3 and substituting the following: "9-3-2 The warrant for the annual Town Meeting shall remain open no less than thirty (30) days.

By Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 6-0

ARTICLE 34

To see if the Town will vote to amend the Town of Eastham Charter by deleting Sections 9-2-4, and 9-2-5, 9-3-3.

By Board of Selectmen

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: At Town Meeting

ARTICLE 35

To see if the Town will vote to amend the Charter Section 9-5-2, by adding the after the first sentence, a new sentence as follows:

"The Board of Selectmen may also appoint one alternate member for a three year term. The role of this alternate will be to exercise the duties and responsibilities of a regular Board of Assessors member in the absence of one or more regular members or in the event of a conflict of interest of one or more members such that a quorum is not present." and to add to the last sentence after the first word; "alternate and regular". The new Section 9-5-2 shall read as follows: " A Board of Assessors of three members shall be appointed by the Board of Selectmen for three-year, overlapping terms. The Board of Selectmen may also appoint one alternate member for a three year term. The role of this alternate will be to exercise the duties and responsibilities of a regular Board of Assessors member, in the absence of one or more regular members or in the event of a conflict of interest such that a quorum is not present. The alternate and regular members shall possess appropriate qualifications or obtain the necessary training, at town expense, after appointment."

By Board of Assessors

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: At Town Meeting

ARTICLE 36

To see if the Town will vote to transfer from available funds a sum of money to pay prior year unpaid bills; or to take any action relative thereto

By Board of Selectmen

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: At Town Meeting

ARTICLE 37

To see if the Town will vote to transfer and appropriate a sum of money to various accounts for the purpose of meeting the remaining expenses for Fiscal Year 1993; or take any action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: At Town Meeting

ARTICLE 38

To see if the Town will vote to accept as a Town way, the private way known as Lighthouse Lane, which is shown on a plan of subdivision entitled "Subdivision Plan of Land in Eastham made for Arrowood Realty Trust, Scale: 1" = 60 FT, Slade Associates Inc., Reg Land Surveyors, Rte 6 and Pine Pt. Rd. Wellfleet, MA 02667" dated January 1986 and recorded in Barnstable Plan Book-414, Page 97; or take any action relative thereto.

Petition

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: 5-0

ARTICLE 39

To see if the Town will vote to accept and adopt as a Town way, the private way known as Blue Heron Way, as shown on a plan of subdivision entitled, "Subdivision Plan of Land in Eastham, MA made for Patricia M. Buckley, Marjorie M. Permetti Scale 1" = 60' December 12, 1980, Down Cape Engineering Civil Engineers Land Surveyors Rte 6A Yarmouth Mass." recorded in the Barnstable County Registry of Deeds, Plan Book- 349, Page 35; or take any action relative thereto.

Petition

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: 0-5

ARTICLE 40

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of $4,750.00 or less in matching funds to complement private contributions previously collected in behalf of the Town and donated to the Bays Legal Fund. Said funds to be used for the collection of scientific data and legal costs incurred in the protection of the water quality and marine life of Cape Cod Bay and Massachusetts Bay.

By Petition

BOARD OF SELECTMEN: 0-4-I
FINANCE COMMITTEE: At Town Meeting

ARTICLE 41

To amend the Town By-Laws by inserting the following new By-Law:

FARM ANIMAL BY-LAW: No fence or other structure enclosing animals, including but not limited to the following: any horse, pony, donkey, mule, sheep, cattle, swine or goat, or any poultry or fowl, including but not limited to chickens, geese, turkeys and ducks, shall be within 100 feet of any lot line or private well, except fences or other structures used to enclose common household pets. A permit to keep any of the above animals or five (5) or more poultry or fowl, except for common household pets, may be obtained from the Board of Health only after a public hearing with notice to abutters by certified mail and only upon a showing that the applicant has under his/her control a lot with a minimum of 40,000 square feet at the site where the applicant proposes to keep said animal(s), and a showing that the keeping of such animals would not constitute a nuisance or detriment to the neighborhood.

The Board of Health shall have the authority to promulgate regulations consistent with the purposes of this By-Law; or take any action relative thereto.

By Petition

BOARD OF SELECTMEN: 0-5
FINANCE COMMITTEE: At Town Meeting

ARTICLE 42

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to be used to fund a full comprehensive independent study of the Eastham Fire Department and its operations which shall include but not be limited to the following areas; Present/Future building needs, training, equipment, management, manpower, fire suppression, fire prevention, EMS and Service cost comparisons; Said funds to be expended under the direction of the Board of Selectmen; or take any relative action thereto.

By Petition

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: At Town Meeting

ARTICLE 43
RESOLUTION

To see if the Town will vote to adopt the following resolution:

This resolution is presented to Town Meeting to make a clear statement on continuing our policies towards hate crimes.

Hate crimes of any type will not be tolerated in the Town of Eastham. It is the policy of the Town of Eastham that the Police Department shall investigate and seek prosecution of hate crimes to the fullest extent of the law, which shall include the use whenever possible of state civil rights statutes: Sections 37 and 39 of Chapter 272. The Town of Eastham also encourages the Office of the District Attorney, the Attorney General of the Commonwealth, federal law enforcement agencies and the courts to prosecute these cases to the fullest extent of the law.

As used in this resolution, a hate crime is any criminal act that manifests bigotry, bias, animus or prejudice against the victim on account of the victim's race, religion, ethnicity, disability, sex, sexual orientation or age.

By Petition

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-0

ARTICLE 44

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 1992 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which legally come before this meeting.

By Board of Selectmen

BOARD OF SELECTMEN: At Town Meeting
FINANCE COMMITTEE: At Town Meeting

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and the Post Office in North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this Thirteenth day of April in the year of our Lord, One Thousand Nineteen Hundred and Ninety Three.

Donald B. Sparrow, Chairman
David B. Humphrey
Robert L. Mumford
Kenelm N. Collins
Thomas L. Newton
BOARD OF SELECTMEN

Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Richard R. Hedlund
Constable

A True Copy Attest:
Lillian Lamperti, Town Clerk

ANNUAL TOWN MEETING MINUTES
May 3, 1993

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Nauset Regional High School Auditorium and there being a quorum of 161 registered voters present the Moderator, Henry Curtis, called Town Meeting to order at 7:15 p.m. Tellers sworn to the faithful performance of their duties were James Owens, Larry Dettenborn and Vincent Scrivani. The Town Clerk read the call and service of the meeting.

Article 1

It was moved and seconded to raise and appropriate $693.00 to fund Greenhead Fly Control as authorized by Section 24, Chapter 252 of the General Laws, and authorize the Town Treasurer to pay said appropriation into the State Treasury.

Passed by unanimous voice vote

Article 2

It was moved and seconded to accept an Equal Opportunity Grant to the Nauset Regional School Committee for Fiscal Year 1994 for a sum of money under the provisions of Section 5 of Chapter 70A of the General Laws, as inserted by Section 12 of Chapter 188 of the Acts of 1985.

Passed by unanimous voice vote

Article 3

It was moved and seconded to pass this article as printed in the warrant.

Passed by unanimous voice vote

Article 4

It was moved and seconded to accept a sum of money from the Commonwealth of Massachusetts under Chapter 33, Acts of 1991, Transportation Bond Issue, for maintenance, repair and construction of primary roads; said funds to be available in Fiscal Year 1994, subject to approval by the legislature.

Passed by unanimous voice vote

Article 5

It was moved and seconded to dispose of $1549.74 of the refunded dog tax.

Passed by unanimous voice vote.

Article 6

It was moved and seconded to transfer and appropriate $2,837.33 received from the Commonwealth of Massachusetts, Board of Library Commissioners for the use of the Eastham Public Library to be available to the Trustees for the purchase of services, books, supplies and other expenditures relative to FY94 library expenses in conformance with the provisions of Section I9A and I9B, Chapter 78 of the General Laws of the Commonwealth of Massachusetts.

Passed by unanimous voice vote.

Article 7

It was moved and seconded to accept as a gift the sum of $1,000.00 for the establishment of a Memorial Fund as specified in the warrant.

Passed by unanimous voice vote

Article 8

It was moved and seconded to amend the present By-Laws entitled "Vehicle on Beaches", Section 3 by deleting the date "June 30, 1993", and inserting in place thereof the date of "June 30, 1994".

Passed by unanimous voice vote

Article 9

It was moved and seconded to have the Town authorize the Board of Selectmen to establish beach sticker fees as printed in the warrant and further transfer the sum of $72,000.00, $3,000.00 to be immediately available and $69,000.00 to be available on July 1, 1993, for the purposes as stated in the warrant.

Passed by unanimous voice vote

Article 10

It was moved and seconded to transfer and appropriate $50,000.00 from the Stabilization Fund for the purpose of funding the development of a Comprehensive Site Assessment Report and a Landfill Closure Plan.

Passed by unanimous voice vote

Article 11

It was moved and seconded to transfer and appropriate $10,000.00 from the Stabilization Fund for the purpose of funding a Household Hazardous Waste Collection Day.

Passed by unanimous voice vote

Article 12

It was moved and seconded to raise and appropriate $9,086,293.50 and transfer and appropriate $15,000.00 from the ambulance receipts reserved for appropriation to the Fire Dept. Expense budget line item #33; and further to transfer and appropriate $1,306.81 from Windmill Receipts reserved for appropriation to line item #100 Olde Mill Salary; and further to transfer and appropriate $29,007.37 plus any accrued interest up to June 30, 1993 from the Barnstable County Unfunded Pension Liability Account to line item #114 Barnstable County Retirement Assessment; and further to transfer and appropriate $18,453.80 from the Fund Balance for Abatements and Exemptions Surplus to line item #4, Reserve Fund. A Total appropriation of $9,150,061.48 for the purposes as printed in the warrant.

Passed by unanimous voice vote

Article 13

It was moved and seconded to fix the salary and compensation of all elective officials of the Town as provided by Section 108, Chapter 41, General Laws as amended, and to raise and appropriate $63,221.00 for salaries as follows:

Moderator	100.00
Town Clerk	27,939.00
Town Treasurer/Tax Collecto	30,182.00
Selectman (5) $1,000.00 each	5,000.00
Total	$63,221.00

Passed by unanimous voice vote

Article 14

It was moved and seconded to raise and appropriate $57,000.00 for the purpose of making the following capital purchases, repairs or installations:

$19,000	One (1) 4x4 pick up for the Nat. Res. Dept.
8,000	One (1) Sander for the DPW
21,700	One (1) One Ton Dump Truck for the DPW
3,300	Repairs to the Fire Station
5,000	Installation of underground water storage tanks

Passed by unanimous voice vote

Article 15

It was moved and seconded to transfer $7,700.00 from the Police Salary line item #39, Article 12, May 1992 ATM, and further to raise and appropriate $7,300.00 for the purpose of funding a collective bargaining agreement costs for the contract between the Town of Eastham and the International Brotherhood of Police Officers Local 368.

Passed by unanimous voice vote

Article 16

It was moved and seconded to raise and appropriate $54,685.74 to fund salary and wage increases for non-union full time, and part time positions as printed in the warrant.

Passed by unanimous voice vote

Article 17

It was moved and seconded to raise and appropriate $8,000.00 for the purpose stated in the warrant with said funds to be apportioned as follows:

$3,662.70 to salary line item #50, General Maintenance

$1,848.86 to salary line item #60 Natural Resources; and

$2,488.44 to salary line item #57, Sanitary Landfill

Passed by unanimous voice vote

Article 18

It was moved and seconded by the Board of Selectmen to raise and appropriate $538.15 for the purposes as stated in the warrant. The motion was then amended by a motion and second by the Board of Selectmen to transfer and appropriate $314.00,to fund the remainder of the FY 93 Planner Salary, from line item #14 (Assessor's Salary Acct.)

Passed by majority voice vote

Article 19

It was moved and seconded by the Board of Selectmen to raise and appropri-

ate $20,124.00 (the Town's share of $90,000.00) for the purpose of preparing architectural and engineering plans for remodeling and making extraordinary repairs to the Nauset Regional High School, as well as constructing and originally equipping an addition thereto, said appropriation to be contingent upon the passage of a debt exclusion referendum question permitting the Town of exempt from the provisions of Proposition Two and One-Half, so called, the amounts required herein. A motion was made to indefinitely postpone action on this article which failed.

Passed by majority voice vote

Article 20

It was moved and seconded by the Board of Selectmen to raise and appropriate $80,339.53, said amount to be added to the Nauset Regional School Operating Budget voted under article 12 of this warrant, said appropriation to be contingent upon passage of a referendum question permitting the Town to assess an additional $80,339.53 in real estate and personal property taxes for the fiscal year beginning July 1,1993 to pay for such appropriation.

Failed by majority voice vote

Article 21

It was moved and seconded by the Board of Selectmen to raise and appropriate $41,016.43 said amount to be added to the Eastham Elementary School Operating Budget voted under Article 12 of this warrant, said appropriation to be contingent upon passage of a referendum question permitting the Town to assess an additional $41,016.43 in real estate and personal property taxes for the fiscal year beginning July 1,1993 to pay for such appropriation.

Passed by majority voice vote

Article 22

It was moved and seconded by the Board of Selectmen to raise and appropriate $15,000.00 for preliminary design services, for an addition to the Eastham Elementary School, said sum to be expended at the direction of the Elementary School Building Committe, said appropriation to be raised by passage of a debt exclusion referendum question permitting the Town to exempt from the provisions of Proposition Two and One-Half, so called, the amounts required herein.

Passed by majority voice vote

Article 23

It was moved and seconded by the Board of Selectmen to raise and appropriate $3120.60 and amend the Town of Eastham's Compensation Plan and Personnel By-Law, Section 12, Appendix B-2 by adding the position of Assistant Health Agent. Pay scales to be as printed in the warrant.

Passed by majority voice vote

Article 24

It was moved and seconded by the Board of Selectmen to raise and appropriate $1,156.44 and further transfer and appropriate from article 57 ATM May 7, 1984, $343.56 for the purpose of installing pilings at Rock Harbor for the dock facilities.

Passed by majority voice vote

Article 25

The Board of Selectmen moved indefinite postponement of this article.

Unanimous voice vote

Article 26

It was moved and seconded by the Board of Selectmen to amend the Town By-Laws by repealing the current Compensation Plans and Personnel By-Law adopted 1969, Nineteenth Edition, November 1991, and adopting the Town of Eastham Personnel By-Law in its entirety as follows:

See warrant

Robert Sheehan, Chairman of the Personnel Board, stated he wished to make two amendments to this article. See attached motions.

The proposed amendments were passed by Unanimous voice vote.

A motion was made and seconded by the Finance Committee to refer this article back to the Personnel Board for further study and request they return with their findings to a later Town Meeting for action. The voice vote was too close to call and the moderator called for a hand vote.

To be referred to Personnel Board
Passed by hand count Yes 137 No 82

Article 27

It was moved and seconded by the Board of Selectmen to transfer $7,211.00 from the Ambulance Receipts Reserved Account for the purpose of equipping the new fire engine.

Passed by unanimous voice vote

Article 28

It was moved and seconded by the Board of Selectmen to amend the Eastham Zoning By-Law Section IV—Flood Plain Zoning (see warrant) as printed.

Passed by unanimous voice vote

Article 29

It was moved and seconded by the Board of Selectmen to amend the Eastham Zoning By-Laws Section V—Uses. District C page 25 by deleting the last sentence of paragraph one (see warrant) This is a housekeeping article to correct two conflicting time periods previously voted in this article.

Passed by unanimous voice vote

Article 30

It was moved and seconded by the Board of Selectmen to amend the Eastham Zoning By-Law Town of Eastham-Sign Code Section I-Definitions/ General. (see warrant)

Passed by unanimous voice vote

Article 31

It was moved and seconded by the Board of Selectmen to amend the Eastham Zoning By-Laws, Town of Eastham-Sign Code Section I-Definitions General. Not to delete the present number (1) of Section I H. 1. but to add the following as part of Section I H. 1. "Sign must be on lot for sale."

Passed by unanimous voice vote

Article 32

It was moved and seconded by the Board of Selectmen to amend the Town of Eastham Charter by deleting Section 9-2-2, and substituting the following new section: "9-2-2 The opening of the warrant shall be no less than ninety (90) days prior to the date of the Annual Town Meeting. The opening of the warrant for any Spe-

cial Town Meeting shall be no less than twenty (20) days prior to the date of the Special Town Meeting."

Passed by unanimous voice vote

Article 33

It was moved and seconded by the Board of Selectmen to amend the Town of Eastham Charter by deleting Section 9-2-3 and substituting the following: "9-2-3 The warrant for the Annual Town Meeting shall remain open no less than thirty (30) days."

Passed by unanimous voice vote

Article 34

It was moved and seconded by the Board of Selectmen to amend the Town of Eastham Charter by deleting Sections 9-2-4, 9-2-5 and 9-3-3.

Passed by unanimous voice vote

Article 35

It was moved and seconded by the Board of Selectmen to amend the Town of Eastham Charter Section 9-5-2, by adding after the first sentence, a new sentence as follows: "The Board of Selectmen may also appoint one alternate member for a three year term. The role of this alternate will be to exercise the duties and responsibilities of a regular Board of Assessors member in the absence of one or more regular members or in the event of a conflict of interest of one or more members such that a quorum is not present." and to add to the last sentence after the first words: "alternate and regular." (see warrant)

Article 36

It was moved and seconded by the Board of Selectmen to transfer from the Assessor's Salary Line Item #15 Article 12, May 1992, ATM, the sum of $478.71 to pay the following prior year unpaid bills; Misty Hill Tree Service Tree Warden for tree planting and irrigation work.

Further to transfer from the Natural Resources Expense Line Item #73 Article 12, May 1992, ATM, the sum of $75.13 to pay for the following prior year unpaid bill; W.B. Mason Company for office supplies.

Passed by unanimous voice vote

Article 37

It was moved and seconded by the Board of Selectmen to transfer from the Assessor's Salary Line Item #15 Article 12, May 1992, ATM, the sum of $1,500.00 and appropriate the funds in the following manner to fund various accounts for the purpose of meeting the remaining expenses for fiscal year 1993: Line item #35 Bulk fuel oil expense $600.00. Line Item #28 Zoning Board of Appeals Expense $300.00. Line Item #11 Town Report Expense $600.00.

Passed by unanimous voice vote

Article 38

It was moved and seconded by the Board of Selectmen to accept as a Town way the private way known as Lighthouse Lane. (see warrant)

Passed by majority voice vote

Article 39

It was moved and seconded by the Board of Selectmen to accept a Town way, the private way known as Blue Heron Way. (see warrant)

Failed by unanimous voice vote

Article 40

It was moved by Susan Peters and seconded by someone in the audience to transfer from the Golf Course Study Commission fund the sum of $4,500.00 in matching funds to compliment the matching funds previously collected from private funds on behalf of the Town and donated to the Bays Legal Fund. Said funds to be used for the collection of scientific data and legal costs incurred in the protection of the water quality and marine life of Cape Cod Bay and Massachusetts Bay.

Passed by majority voice vote

Article 41

It was moved and seconded by the audience,since the petitioner was not present, to place this article on the floor for discussion. After a lengthy discussion the article was voted and failed.

Failed by unanimous voice vote

Article 42

A motion was made and seconded by the Board of Selectmen to indefinitely postpone action on this article.

By majority voice vote

Article 43

It was moved and seconded by the Board of Selectmen to adopt the resolution as printed in the warrant.

Passed by unanimous voice vote

Article 44

No reports to be heard

Mr. Robert Deschamps complimented the Board of Selectmen and the Town Administrator for the informational phamplet handed out to the taxpayers for action at Town Meeting stating this was the first time he had seen such a document and thought it should be a matter of record.

There being no other business to come before Town Meeing a motion was made and seconded by the Board of Selectmen that Town Meeting be dissolved at 8:15 p.m.

A True Copy Attest
Lillian Lamperti, Town Clerk

TOWN ELECTION

May 18,1993

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Town Hall Auditorium to cast their ballots. The Election workers were sworn to the faithful performance of their duties and the Warden was Marion Brewer, Deputy Warden, Helen Landess, Clerks, Elizabeth Scrivani, Muriel Wheaton, Mary Anthony, Alice Cook, George Ryan and James Owens, Constable. The ballot box stood at 0000 at the beginning and 726 at the end.

The following are results of the election:

Moderator 1 year term — expiration 1994

Write in candidates:

Henry Curtis	162
Ralph Earle Sr.	108

Selectmen 2 positions, 3 year terms — expiration 1996

Kenelm Collins (Candidate for re-election)	587
Blanks	139
David B. Humphrey (Candidate for re-election)	501
Blanks	225

Treasurer/Collector — 3 year term

Joan Plante (Candidate for re-election)	615
Blanks	111

Town Clerk — 3 year term

Lillian Lamperti (Candidate for re-election)	600
Blanks	126

Eastham Elementary School Committee
Two positions — 3 year terms

Elizabeth Lehr	563
Blanks	163
Edward Murphy	562
Blanks	164

Housing Authority — 5 year term

Elizabeth Simmons	565
Blanks	161

Trustee for Public Library- 3 year term

Scott VanRyswood	602
Blanks	124

Question 1-

Shall the Town of Eastham be allowed to assess an additional $20,124.00 in real estate and personal property taxes for the purpose of funding Eastham's share of architectural and engineering plans for remodeling and making extraordinary repairs to the Nauset Regional High School as well as constructing and originally equipping an addition for the fiscal year beginning July first nineteen hundred and ninety-three?

Yes	303
No	414
Blanks	9

Question 2-

Shall the Town of Eastham be allowed to assess an additional $80,339.53 in real estate and personal property taxes for the purpose of funding an amount additional to that under Article 12 May 1993 Annual Town Meeting for the Nauset Regional School District Operating Assessment request for the fiscal year beginning July first nineteen hundred and ninety-three?

Yes 257
No 445
Blanks 24

Question 3-

Shall the Town of Eastham be allowed to assess an additional $41,016.43 in real estate and personal property taxes for the purpose of funding an amount additional to that under Article 12 May 1993 Annual Town Meeting for the Eastham Elementary School Operating Budget for the fiscal year beginning July first nineteen hundred and ninety-three?

Yes 339
No 383
Blanks 4

Question 4-

Shall the Town of Eastham be allowed to assess an additional $15,000.00 in real estate and personal property taxes for the purpose of funding preliminary design services for an addition to the Eastham Elementary School for the fiscal year beginning July first nineteen hundred and ninety-three?

Yes 331
No 391
Blanks 4

At the close of election the ballot box stood at 726 and the Warden declared the polls closed. The tally sheets were checked and agreed with the ballot box. It is noted that 22 1/2% of the registered voters cast ballots.

A True Copy Attest:
Lillian Lamperti, Town Clerk

SPECIAL TOWN MEETING WARRANT

Commonwealth of Massachusetts Barnstable, ss

To: Either of the Constables of the Town of Eastham in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium on Monday, the Twenty-First of June, Nineteen Hundred and Ninety Three at Seven O'Clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Town Hall Auditorium at 10:00 a.m. on Tuesday, the Twenty-Second day of June next, then and there to act on the following:

ARTICLE 1

To see if the Town will vote to raise and appropriate and/or transfer and appropriate from available funds the sum of **$47,246.73,** said amount to be added to the Nauset Regional School Operating budget voted under Article 12 Annual Town Meeting, May Third, Nineteen Hundred Ninety- Three, said appropriation to be contingent upon a Proposition 2 1/2 override vote; or to take any action relative thereto.

By Nauset Regional School Committee

Board of Selectmen: Recommendation at Town Meeting
Finance Committee: Recommendation at Town Meeting

POLLS TO OPEN AT 10:00 A.M. AND CLOSE AT 7:00 P.M.

To act on the following question:

Question 1

Shall the Town of Eastham be allowed to assess an additional $47, 246.73 in real estate and personal property taxes for the purpose of funding an amount additional to that under Article 12 May 1993 Annual Town Meeting for the Nauset Regional School District Operating Assessment request for the fiscal year beginning July first nineteen hundred and ninety-three?

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and the Post Office in North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this Fourth day of June in the year of our Lord, One Thousand Nineteen Hundred and Ninety Three.

Donald B. Sparrow, Chairman
David B. Humphrey
Robert L. Mumford
BOARD OF SELECTMEN

Kenelm N. Collins
Thomas L. Newton

Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Thomas F. Hayes
Constable

A True Copy Attest:
Lillian Lamperti, Town Clerk
6/3/93

SPECIAL TOWN MEETING WARRANT

Commonwealth of Massachusetts

Barnstable, ss.
To: Either of the Constables of the Town of Eastham in the County of Barnstable
In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and

Town affairs to meet at the Nauset Regional High School Auditorium on Monday, the Twenty-First of June, Nineteen Hundred and Ninety Three at Seven Thirty O'Clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Town Hall Auditorium at 10:00 a.m. on Tuesday, the Twenty-Second day of June next, then and there to act on the following:

ARTICLE 1

To see if the Town will vote to raise and appropriate and/or transfer and appropriate from available funds the sum of **$24,653.00** said amount to be added to the Eastham Elementary School Operating budget voted under Article 12 Annual Town Meeting, May Third, Nineteen Hundred Ninety Three, said appropriation to be contingent upon a Proposition 2 1/2 override vote; or to take any action relative thereto.

POLLS TO OPEN AT 10:00 A.M. AND CLOSE AT 7:00 P.M.

To act on the following question:

Question 2

Shall the Town of Eastham be allowed to assess an additional $24,653.00 in real estate and personal property taxes for the purpose of funding an amount additional to that under Article 12 May 1993 Annual Town Meeting for the Eastham Elementary School Operating Budget for the fiscal year beginning July first nineteen hundred and ninety-three?

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and the Post Office in North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this Fourth day of June in the year of our Lord, One Thousand Nineteen Hundred and Ninety Three.

Donald B. Sparrow, Chairman
David B. Humphrey
Robert L. Mumford
BOARD OF SELECTMEN

Kenelm N. Collins
Thomas L. Newton

Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Thomas F. Hayes
Constable

A True Copy Attest:
Lillian Lamperti, Town Clerk
6/4/93

SPECIAL TOWN MEETING MINUTES
June 21, 1993
7:00 p.m.

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Auditorium to act on the following article.

The Moderator called the meeting to order at 7:15 p.m. as a quorum of 161 was present. Tellers, Robert Deschamps, Wallace Ruckert and David Crary were sworn to the faithful performance of their duties.

The Town Clerk read the call and service of the Town Meeting.

The following is a result of the Town Meeting action:

Article I

It was moved and seconded by the Board of Selectmen to raise and appropriate the sum of $47,246.73, said amount to be added to the Nauset Regional School Operating budget voted under Article 12 Annual Town Meeting, May Third, Nineteen Hundred and Ninety-Three, said appropriation to be contingent upon a Proposition 2 1/2 override vote.

Passed by majority voice vote

There being no further action to come before Town Meeting the Selectmen moved to dissolve the meeting at 8:00 p.m. and the motion was seconded.

A True Copy Attest:
Lillian Lampert, Town Clerk

SPECIAL TOWN MEETING MINUTES
June 21, 1993
7:30 p.m.

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Auditorium to act on the following article.

The Moderator called the meeting to order at 7:15 p.m. as a quorum of 161 was present. Tellers, Robert Deschamps, Wallace Ruckert and David Crary were sworn to the faithful performance of their duties.

The Town Clerk read the call and service of the Town Meeting.

The following is a result of the Town Meeting action:

Article I

It was moved and seconded by the Board of Selectmen to raise and appropriate the sum of $24,652.00 to be added to the Eastham Elementary School Operating Budget voted under Article 12 Annual Town Meeting, May Third, Nineteen Hundred and Ninety-Three, said appropriation to be contingent upon a Proposition 2 1/2 override vote.

Passed by majority voice vote

There being no further action to come before Town Meeting the Selectmen moved to dissolve the meeting at 8:45 p.m. and the motion was seconded.

A True Copy Attest:
Lillian Lampert, Town Clerk

SPECIAL TOWN ELECTION MINUTES
June 22, 1993

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Town Hall Auditorium to vote on the following questions:

Question 1

Shall the Town of Eastham be allowed to assess an additional $47,246.73 in real estate and personal property taxes for the purpose of funding an amount additional to that under Article 12 May 1993 Annual Town Meeting for the Nauset Regional School District Operating Assessment request for the fiscal year beginning July first nineteen hundred and ninety-three?

Yes	598
No	480
Blanks	1
Total	1079

Question 2

Shall the Town of Eastham be allowed to assess an additional $24,653.00 in real estate and personal property taxes for the purpose of funding an amount additional to that under Article 12 May 1993 Annual Town Meeting for the Eastham Elementary School Operating Budget for the fiscal year beginning July first, nineteen hundred and ninety-three?

Yes	616
No	462
Blanks	1
Total	1079

The ballot box stood at 0000 at the beginning when the Warden, Fay Shook announced the opening of the polls. The tally sheets were verified and 1079 voters had cast ballots.

Warden, Fay Shook, Deputy Warden, Muriel Wheaton, Clerks, Elizabeth Scrivani, Mary Anthony, Rosemary Abbott, and Helen Mourton.

The results were announced by the Town Clerk and were posted as required.

A True Copy Attest:
Lillian Lamperti, Town Clerk

SPECIAL TOWN MEETING WARRANT AND ELECTION

Commonwealth of Massachusetts Barnstable, ss.

To: Either of the Constables of the Town of Eastham, in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said town qualified to vote in the Elections and Town affairs to meet at the Nauset Regional High School Auditorium on Monday, the Fifteenth of November, Nineteen Hundred and Ninety-Three at Seven o'clock in the evening, then and there to act on the following

articles in the Warrant and to meet in the Eastham Town Hall Auditorium at 10:00 a.m. on Tuesday, the Sixteenth day of November, then and there to vote on the following question:

Question 1

Shall the Town of Eastham be allowed to assess an additional $185,000 in real estate and personal property taxes for the purposes of funding the acquisition of two duplex units for transfer to the Housing Authority for use as low income family rental housing, for the fiscal year beginning July 1, 1993?"

POLLS TO OPEN AT 10: 00 A.M. AND CLOSE AT 7:00 P.M.

ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of $185,000.00 for the purposes of acquiring two duplex structures located at 5960 and 5970 State Highway in Eastham, and authorize the Board of Selectmen to convey said property to the Eastham Housing Authority, for use as low income family rental housing under the management and ownership of The Eastham Housing Authority, and further to determine whether this appropriation shall be raised by borrowing or otherwise; with said appropriation being subject to a Proposition 2 1/2 debt exclusin override; or to take any other action relative thereto.

By Eastham Housing Authority

BOARD OF SELECTMEN: Recommended 4—0
FINANCE COMMITTEE: Recommended 5—0

ARTICLE 2

To see if the Town will vote to raise and appropriate or transfer $1,500.00 for legal fees associated with Article 1; or to take any other action relative thereto.

By Eastham Housing Authority

BOARD OF SELECTMEN: Recommended 4—0
FINANCE COMMITTEE: Recommended 5—0

ARTICLE 3

To see if the Town will vote to transfer from available funds, a sum of money, for the purpose of FY 95 Revaluation of Property; or to take any other aciton relative thereto.

By Board of Assessors

BOARD OF SELECTMEN: Recommended 4—0
FINANCE COMMITTEE: Recommended at Town Meeting

ARTICLE 4

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the purpose of settling MUP 7983, and MUP 9104 filed with the Labor Relations commission, against the Town of Eastham by IAFF Local #2975 and further to provide a salary adjustment for the Town of Eastham fire fighters to be effective March 1, 1994; or to take any other aciton relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: Recommended 4—0
FINANCE COMMITTEE: Recommended 5—0

ARTICLE 5

To see if the Town will vote to transfer from monies set aside for custodial services from various FY 94 departmental budgets to a salary line item in the Town Hall building budget and employee benefits, sufficient monies to fund a position, including salary and benefits, called "Custodian"; or take any other action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: Recommended 4-0
FINANCE COMMITTEE: Recommended 5-0

ARTICLE 6

To see if the Town will vote to authorize the Board of Selectmen to enter into an amended intermunicipal agreement concerning the operation of the Orleans, Eastham and Brewster Ground Water Protection District, facilities, and arrangements and which, if approved, will become effective on July 1, 1994, (the entire text of said agreement being available in the Town Clerk's Office or at the Town Hall) and that the intent of said amendment being in part to permit the establishment of a district finance committee, to permit the district to borrow money and to provide for other enhancements to facilitate the upgrading of the facility consistent with DEP requirements; or to take any other action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: Recommendation At Town Meeting
FINANCE COMMITTEE: Recommendation At Town Meeting

ARTICLE 7

To see if the Town will vote to transfer from the Ambulance Receipts Reserved for Appropriation a sum of money to purchase and equip a new 4 X 4 pickup truck to replace the 1984 Ford pickup truck vehicle known as Squad 1 for the use of the Fire Department; or to take any other action relative thereto.

By Fire Department

BOARD OF SELECTMEN: Recommended 4-0
FINANCE COMMITTEE: Recommended 5-0

ARTICLE 8

To see if the Town will vote to amend Section 9-5-10 **Planning Board** of the Eastham Home Rule Charter by replacing in the first sentence the words "seven members..." with the words "five members..." so that it will read as follows:

> "9-5-10 **Planning Board** — A Planning Board of **five** members shall be appointed by the Board of Selectmen to three year overlapping terms. The Planning Board shall cooperate with the Conservation Commission and the Board of Health and shall participate in joint meetings with them at least once annually."

or to take any other action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: Recommended 4-0
FINANCE COMMITTEE: Recommended 5-0

ARTICLE 9

To see if the Town will vote to rescind Article 22, May 6, 1991, Annual Town Meeting and vote the following article:

To authorize the Board of Selectmen to exchange all or part of two parcels of Town owned land described as Tracts 33-6381 and 32-8716 consisting of 5.40 acres and 0.18 acres respectively, for two parcels of land owned by the United States of America identified as Tracts 32-8715 and 32-8717 consisting of 4.902 acres and 0.08 acres respectively, located in the Town of Eastham, County of Barnstable, Commonwealth of Massachusetts fully described in documents entitled, Exhibit A and Exhibit B, of an "Offer to Exchange Real Property" on file at the office of the Town Clerk and Town Hall, and shown a plan entitled Plan of Land in Eastham, Mass. showing Proposed Relocation of Nauset Light Beach Road as prepared for Town of Eastham and Cape Cod National Seashore, Scale: 1" = 80' May 8, 1991, revised March 5, 1993, by Schofield Brothers Inc., Registered Professional Engineers and Land Surveyors, Route 6A, P.O. Box 101, Orleans, MA 02653; or take any other action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: Recommended 4-0
FINANCE COMMITTEE: Recommended 5-0

ARTICLE 10

To see if the Town will vote to rescind the Town of Eastham Compensation Plans and Personnel By-Law and replace it in its entirety with a new Town of Eastham Personnel By-Law and further to adopt in its entirety, a Town of Eastham Compensation Plan (the entire text of said Compensation Plans and Personnel By-Law being available in the Town Clerk's office or at the Town Hall) which may be amended, as necessary, by vote of Town Meeting; or to take any other action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: Recommended 4-0
FINANCE COMMITTEE: At Town Meeting

ARTICLE 11

To see if the Town will vote to transfer a sum of money from the Conservation Fees Reserved for Appropriation account to the Wetlands Protection Act Account; or to take any other action relative thereto.

By Conservation Commission

BOARD OF SELECTMEN: Recommended 4-0
FINANCE COMMITTEE: Recommendation At Town Meeting

ARTICLE 12

To see if the Town will vote to transfer from available funds a sum of money to pay prior year unpaid bills; or take any action relative thereto.

By Board of Selectmen

BOARD OF SELECTMEN: Recommendation At Town Meeting
FINANCE COMMITTEE: Recommendation At Town Meeting

You are directed to serve this Warrant by posting attested copies thereof at

the Post Office in Eastham and the Post Office in North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 1st day day of November in the year of our Lord, One Thousand Nine Hundred and Ninety-Three.

Donald B. Sparrow, Chairman
Robert L. Mumford
Thomas L. Newton
EASTHAM BOARD OF SELECTMEN

Kenelm N. Collins, Clerk
David B. Humphrey

Lillian Lamperti
Town Clerk

Greetings:

Pursuant to the provisions of the foregoing warrant, I have posted attested copies at the Post Office Eastham, and North Eastham fourteen (14) days before time of said meeting.

Thomas F. Hayes
Constable

SPECIAL TOWN MEETING
November 15, 1993 - Monday

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Nauset Regional High School Auditorium and there being a quorum of 162 registered voters present, the Moderator, Henry Curtis, called Town Meeting to order at 7:10 p.m. Tellers were sworn to the faithful performance of their duties and the Town Clerk read the call and service of the meeting.

Article 1

Upon motion duly made and seconded by the Board of Selectmen it was voted to appropriate the sum of $185,000.00 for the purposes of acquiring, by purchase or otherwise, land with buildings thereon, and for remodeling such buildings to make them suitable for low income rental housing;that to meet this appropriation the Treasurer with approval of the Selectmen is authorized to borrow $185,000.00 under G.L. c.44, Section 7; and that the Selectmen are authorized to convey such property to the Eastham Housing Authority for one dollar and on such other terms as they shall determine, and further that said appropriation is subject to a proposition 2 1/2 debt exclusion vote.

Passed by a hand count Yes 187 No 8

Article 2

Upon motion duly made and seconded by the Board of Selectmen it was voted to transfer from free cash, the sum of $1500.00 for the purposes of paying any legal fees and associated closing costs pursuant to the acquisition and transfer of property to the Housing Authority for use as low income rental housing.

Passed by majority voice vote

Article 3

Upon motion duly made and seconded by the Board of Selectmen it was voted to transfer from free cash, the sum of $45,600.00 for the purposes of hiring consultants and undertaking duties relative to the revaluation of property in the Town of Eastham for the establishment of the FY95 real estate and personal property tax rates.

Passed by unanimous voice vote

Article 4

Upon motion duly made and seconded by the Board of Selectmen it was voted to transfer from free cash the sum of $143,000.00 for the purposes of funding the settlement of unfair labor practice claims, brought against the Town by Local 2975 of the IAFF and further that, $120,000.00 be paid immediately and $23,000.00 to be added to the salary line item of the FY 94 fire department budget to fund a salary adjustment for the period March 1, 1994 — June 30, 1994.

Passed by unanimous voice vote
by the Board of Selectmen

Article 5

Upon motion duly made and seconded/it was voted to transfer from the following FY94 departmental expense line items, the following sums of money totaling $11,212.08: Library $3,008.64, COA $2,760.00, Police $2,256.48, DPW/NR Facility $3008.64, and Town Hall Expense $178.32, to the Town Hall Salary Line Item in the Town Hall Building Budget, and that $3,636.36 be transferred from the Town Hall Building Expense Budget Line Item to the various employee benefit accounts for the purposes of funding a custodian employee, effective January 6, 1994.

Passed by majority voice vote

Article 6

Upon motion duly made and seconded by the Board of Selectmen it was voted to indefinitely postpone action on this article.

Unanimous voice vote

Article 7

Upon motion duly made and seconded by the Board of Selectmen it was voted to transfer from the Ambulance Receipts Reserved for Appropriation Account so called, the sum of $22,383.00 to purchase and equip a pick-up truck for use by the Fire Department to replace the current vehicle known as Squad 1.

Passed by unanimous voice vote

Article 8

Upon motion duly made and seconded by the Planning Board Chairman it was moved to withdraw this article. The Planning Board specified that if two persons would offer to serve as members this article would be withdrawn. William Burt and Alan Morrell volunteered.

Article withdrawn

Article 9

Upon motion duly made and seconded by the Board of Selectmen it was voted to rescind article 22, of the May 6, 1991 Annual Town Meeting, and further to

authorize the Selectmen to act as described in Article 9 in order to complete a land exchange with the Cape Cod National Seashore as printed in the warrant.

Passed by unanimous voice vote
Needed 2/3 to pass

Article 10

Upon motion duly made and seconded by the Board of Selectmen it was voted to rescind in its entirety the Town of Eastham Compensation Plan and Personnel By-Law as amended May 1993, and further that the Town vote to adopt a new Town of Eastham Personnel By-Law and further adopt a Town of Eastham Compensation Plan.

Passed by majority voice vote

Article 11

Upon motion duly made and seconded by the Board of Selectmen it was voted to transfer the sum of $6,595.50 from the Conservation Fees Reserved for Appropriation account to the Wetlands Protection Act Account, and further that said funds shall be expended under the direction of the Conservation Commission and in accordance with Chapter 287 of the Acts of 1898, Section 54, amending MGL. Chapter 131, Section 40.

Passed by unanimous voice vote

Article 12

Upon motion duly made and seconded by the Board of Selectmen it was voted to transfer the sum of $2,299.19 from free cash for the purposes of paying the following departmental prior year unpaid bills:

Harbors and Landings	$290.92
Harbors and Landings	42.80
Harbors and Landings	275.00
Fire Department	11.54
Fire Department	255.00
Zoning Board of Appeal	13.94
Zoning Board of Appeal	17.50
Library	628.20
Library	11.27
Oil Tank Repl. Art.	25.95
Health Dept.Town Nurse	677.50
Town Clerk	31.57
Town Clerk	18.00

Passed by unanimous voice vote

There being no other business to come before town meeting, the Selectmen moved and seconded a motion to dissolve Special Town Meeting. Town Meeting was dissolved at 9:00 p.m. A total of 228 voters attended this meeting.

Lillian Lamperti, Town Clerk

SPECIAL TOWN ELECTION
November 16, 1993 — Tuesday

Pursuant to the provisions of the foregoing warrant, the voters assembled in the Town Hall Auditorium to cast their ballots. The Election workers were sworn to the faithful performance of their duties, Warden, James Owens, Deputy Warden, Fay Shook, Tellers, Marie Mcfarlane, Alice Cook, Helen Eagles, Eugene Gieringer, and George Ryan. The ballot box stood at 0000 at the beginning and 555 when the polls closed. The voters sheets were verified and agreed with the ballot box count.

The following is a result of one Question #1:

Question #1

Shall the Town of Eastham be allowed to assess an additional $185,000.00 in real estate and personal property taxes for the purposes of funding the acquisition of two duplex units for the transfer to the Housing Authority for use as low income family rental housing, for the fiscal year beginning July 1, 1993?

Yes 304
No 251

The results were announced and posted as required by law. This vote represented 17% of the registered voters-3241-at the close of registration.

Lillian Lamperti
Town Clerk

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Typeset and Printing

by

GRAPHIC ILLUSIONS
Dennisport, MA 02639

TELEPHONE LISTINGS

POLICE – EMERGENCY 255-2323
Non Emergency 255-0551
FIRE – EMERGENCY 255-2323
Non Emergency 255-2324
TOWN ADMINISTRATOR 255-0333
Assistant Assessor
Animal Control Officer 255-0551
Building Inspector 255-0353
Building Clerk/Health Clerk
Wiring Inspector
Plumbing Inspector 255-2284
Conservation Commission 255-3110
Council on Aging (Nauset Road) 255-6164
Health Agent 255-0353
Library (Samoset Road) 255-3070
Natural Resources (Old Orchard Road) 255-1965
Public Works Department (Old Orchard Road) 255-1745
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Schools
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Supt. of Schools (Eldredge Pkwy., Orleans) 255-8800
Town Accountant 255-0353
Assistant Town Accountant 255-0353
Town Clerk 255-0338
Registrar 255-0338
Town Planner 255-0333
Treasurer/Collector 255-7887
Assistant Treasurer/Collector 255-7887
Deputy Tax Collector (Brewster) 896-3022
Veterans' Services (Harwich) 430-7510
VNA of Central Cape Cod & Outer Cape Cod ..... (1-800-696-0303)
240-1100
If no answer call Eastham Police Dept 255-0551